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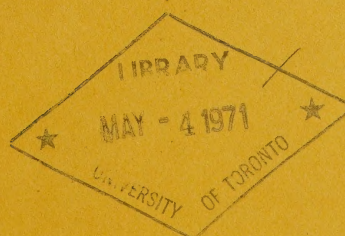
THE CONSTITUTIONAL FRAMEWORK OF UNION FINANCE

*An analysis of the Financial Provisions of the Constitutions of the
Main Unions Operating in Canada, as at December 31, 1966.*

by

J. K. Eaton

*Economics and Research Branch,
Canada Department of Labour.*



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FOREWORD

Among the functions of the Department of Labour is that of informing the public on vital questions affecting labour relations in Canada. The operation of the Canadian labour movement is one such question. The Department publishes annually a directory of trade unions, *Labour Organizations in Canada*, containing general information about unions operating in Canada, supplemented by an annual article in the *Labour Gazette* with further details on the industrial and geographical distribution of union members. In addition to these regular publications, the Department publishes special studies, such as *Union Growth in Canada, 1921-1967*, by Dr. J.K. Eaton and Mr. Kebebew Ashagrie.

The present document is a special study dealing with the financial aspects of the constitutions of unions operating in Canada with Dec. 31, 1966 as reference date. The constitutions of all the main unions have been carefully examined and their financial provisions noted, analyzed and tabulated. A series of tables prepared by computer form the core of this document; these tables deal with the various aspects of union finance, such as initiation fees, monthly dues, per capita taxes, other sources of local and headquarters' revenue and other financial provisions. This information has been presented for the unions as a whole, and also broken down on the basis of the affiliation, geographical scope, industrial coverage, and size in terms of membership in Canada, of the unions. The Tables are supplemented in the text, by comment and factual material dealing with individual cases and peculiarities.

This study is the first attempt to provide information on the financial provisions of the constitutions of Canadian unions. Similar studies have been carried out in the United States by the Department of Labor and the National Industrial Conference Board, but not in so detailed a form as the present study. As in all pioneer works, lessons have been learned which will be useful in subsequent studies of other aspects of union structure and government based on similar analyses of constitutions.

It is hoped that the material in this study will prove of value to all sections of the public. Trade unionists themselves, as well as students of the labour movement, will find it useful as a further study of the financial aspects of the labour movement supplementing such documents as the reports under the Corporation and Labour Unions Returns Act. Potential unionists, and particularly immigrants from abroad or their advisors, may be interested in the costs of trade unionism to them personally. To employers, government officials and others concerned with industrial relations, it will give some indication of the financial resources of the labour movement.


However, caution must be exercised against reading too much into the figures which are presented herein. The only constitutions studied are those of the parent unions, which merely establish a framework within which the local unions may operate. There is often a wide area of discretion within which the local union may operate, and this must be borne in mind when making judgements about the actual practices and financing of unions. A survey of the constitutions and the actual practices of all local unions operating in Canada would be almost impossible, but the present study might be supplemented by sample surveys of the locals of some of the larger unions operating in Canada in order to obtain a more complete picture.

The study was prepared by Dr. J.K. Eaton, with the active co-operation and advice of Mr. F.J. McKendy, Chief of the Labour Organizations Division. Most of the analysis of the constitutions was carried out by Mr. George W. Smith and Mr. Lorne Thompson, the computer tables were prepared by Mr. Arthur Donin of Softwarehouse Limited, and the charts by Miss Stella Coe.

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INTRODUCTION

In any consideration of trade unions, a matter of great interest is the way in which they are financed. This is important from the point of view of the power of the unions in their relations with employers and also from that of the amount they cost to the individual members. The main source of union revenue is, of course, the members themselves, who contribute in several ways. Most unions charge an initiation fee for joining, but the income derived from monthly dues is more important because it is a continuing source of revenue. Initiation fees and dues are usually paid by members to their local unions, who in turn finance their headquarters (and in some cases, districts) by the payment of a regular per capita tax; a charter fee is usually paid by a new local in order to gain recognition from headquarters. The locals may also derive income from members in the form of various other fees, assessments and fines, a proportion of which may be paid to headquarters. At the same time, the headquarters themselves may impose fines on members, locals and officers, levy assessments direct on members, and have other sources of revenue.

The conditions under which locals may levy fees, dues and other forms of income, as well as the sources of revenue of the headquarters, are usually laid down in the constitution of the parent union. It is the purpose of this document to present an analysis of such provisions in the constitutions of the majority of unions operating in Canada as at December 31, 1966. The subject matter is divided into three main headings: local, district and headquarters' finance.

The section on local finance deals with such matters as initiation fees, monthly dues and the other financial aspects of the local unions. Its most important aspect is a consideration of the extent to which the local unions have autonomy in deciding the fees and dues which they will charge the members, and the limits within which the constitution will allow them to decide. The section on district finance is more limited in scope since a large number of union constitutions make no provision for district finances. (No attempt should be made to relate these figures to the Canadian financing of international unions, since they refer to all-Canadian as well as international unions, and in most cases, the districts in the internationals are not coterminous with the Canadian frontier.) Under the section on headquarters' finance, information is given on the charter fees and per capita taxes charged by the headquarters to the local unions, as well as the proportion of the members' fees which go to the headquarters, and the other aspects of the central financing of unions.

The core of the document consists of tables prepared by computer. Four sets of tables deal with locals' finances namely:

- Tables 1:01 to 1:24 – Initiation Fees;
- Tables 2:01 to 2:24 – Monthly Dues;
- Tables 3:01 to 3:24 – Other Sources of Locals' Finances
- Table 4: – Other Stipulations regarding Locals' Finances

District Finance is dealt with in Tables 5:01 to 5:4, 5. Headquarters' Finance is covered in Tables 6:01 to 6:24 and 7:01 to 7:24, the former dealing with sources of revenue, and the latter with other stipulations.

The information is presented firstly for all unions operating in Canada, followed by breakdowns in terms of territorial coverage, affiliation to union federations, and industry and size. Tables 1:01, 2:01, 3:01, 4:01, 5:01, 6:01 and 7:01 give the information for all unions in Canada. Each of these tables has 23 breakdowns which can be divided into the four main categories, as follows:

(a) *Territorial Coverage*

Tables 1:02, 2:02, 3:02, 4:02, 5:02, 6:02 and 7:02 – International Unions. Unions with membership in both the United States and Canada.¹

¹ The Seafarers' International Union of Canada is herein classified as an All-Canadian Union, although *Labour Organizations in Canada, 1967*, classes it as international.

Tables 1:03...7:03 – All-Canadian Unions. Unions operating only in Canada, but with their membership in more than one province. (This would include some Québec-based CNTU unions² with membership in provinces adjoining Québec.)

Tables 1:04...7:04 – Provincial Unions. Unions with membership in only one province of Canada, irrespective of whether they intended or hoped to be nation-wide or international in scope.

(b) *Affiliation*

Tables 1:05...7:05 – AFL CIO/CLC Affiliates. Unions which were affiliated to both the American Federation of Labour – Congress of Industrial Organizations (the United States union federation) and the Canadian Labour Congress (the largest Canadian federation).

Tables 1:06...7:06 – CLC–Only Affiliates.

Tables 1:07...7:07 – AFL–CIO–Only Affiliates.

Tables 1:08...7:08 – CNTU Affiliates. Unions which were affiliated to the Confederation of National Trade Unions (the mainly Québec Federation).²

Tables 1:09...7:09 – Independent Unions. Unions which were not affiliated to any federation.

(c) *Main Industry Served by the Union*

Where the largest number of members of a union was working in a particular industry, the union was allocated to that industry. (No attempt should be made to relate the totals of these tables to the industrial breakdowns published in the *Labour Gazette*³ since the latter are based on more detailed information supplied by local unions.)

Tables 1:10...7:10 – Unions in Agriculture.

Tables 1:11...7:11 – Unions in Forestry.

Tables 1:12...7:12 – Unions in Fishing and Trapping.

Tables 1:13...7:13 – Unions in Mines, Quarries and Oil Wells.

Tables 1:14...7:14 – Unions in Manufacturing.

Tables 1:15...7:15 – Unions in Construction.

Tables 1:16...7:16 – Unions in Transport, Communications and Other Utilities

Tables 1:17...7:17 – Unions in Trade.

Tables 1:18...7:18 – Unions in Finance, Insurance and Real Estate.

Tables 1:19...7:19 – Unions in Service Industries.

Tables 1:20...7:20 – Unions in Public Administration.

(d) *Canadian Membership of Unions*

Tables 1:21...7:21 – Unions with up to 9,999 members in Canada.

Tables 1:22...7:22 – Unions with from 10,000 to 19,999 members in Canada.

Tables 1:23...7:23 – Unions with from 20,000 to 29,999 members in Canada.

Tables 1:24...7:24 – Unions with over 30,000 members in Canada.

Table 1 contains a full list of the breakdowns, the number of unions and union members in each, and the latter as a percentage of the membership of all unions in the analysis.

In many cases, the tables contained so little information that to reproduce them in this document would not be of any value. Since there were no unions with the majority of members in Agriculture, in Fishing and Trapping and in Finance, Insurance and Real Estate, these tables have been omitted in every case. In the case of "Other Stipulations regarding Locals' Finances" and "District Finance", the paucity of information on these subjects was such that it was considered better to present the material in a different form. However, the above system of numbering the tables has been used throughout in order to maintain continuity.

² The CNTU Federations are herein classed as "unions", and the unions in the federations considered as locals.

³ Published annually as "Industrial and Geographic Distribution of Union Membership in Canada". The 1967 breakdown was published in the Feb. 1968 issue of the *Labour Gazette*.

**TABLE I: The Number of Unions Covered by the Analysis, and Their Membership,
in the Various Breakdowns**

	No. of unions	No. of members	No. of members in each category, as percentage of all unions %
:01. All Unions	139	1,845,334	100
:02. International	87	1,255,512	68.0
:03. All-Canadian	27	407,356	22.1
:04. Provincial	25	182,466	9.9
:05. AFL-CIO/CLC	77	1,118,429	60.6
:06. CLC-Only	22	312,526	16.9
:07. AFL-CIO-Only	2	14,400	0.8
:08. C.N.T.U.	11	190,539	10.3
:09. Independent	27	209,440	11.3
:10. Agriculture	—	—	—
:11. Forestry	2	59,749	3.2
:12. Fishing and Trapping	—	—	—
:13. Mines, Quarries and Oil Wells	2	22,150	1.2
:14. Manufacturing	59	728,535	39.5
:15. Construction	14	234,581	12.7
:16. Transport, Communications and Other Utilities	38	362,089	19.6
:17. Trade	4	49,174	2.7
:18. Finance, Insurance and Real Estate	—	—	—
:19. Service Industries	10	103,524	5.6
:20. Public Administration	10	285,532	15.5
:21. Up to 9,999 members	87	335,561	18.2
:22. 10,000 — 19,999 members	27	385,877	20.9
:23. 20,000 — 29,999 members	12	289,526	15.7
:24. 30,000 — and over members	13	834,370	45.2

Mention should be made of the difficulty of drawing up the framework of analysis in a field which is comparatively new. In the United States, the National Industrial Conference Board carried out a similar survey in 1957 for U.S. unions⁴ which was useful in assisting the drawing up of our framework of analysis. However, the present study is more detailed and some new categories have been introduced in the course of the analysis, but there still remain some large residual categories which could probably be further sub-divided in the light of what we have learned in the course of the study. These will be discussed more fully in the text dealing with each particular aspect.

A few words of caution are necessary before interpreting the tables. In the first place, they are analyses of constitutions of the unions, which like all constitutions, do not always portray the actual situation; they merely establish a framework within which the unions operate. Secondly, the information is based on the constitutions of the parent unions and does not necessarily record practices at local level, e.g., the fact that a union constitution makes no provision for local fines or assessments does not necessarily mean that the locals of that union do not levy fines and/or assessments. Consequently, if one wanted a more complete picture of union finance, it would be necessary to examine the constitutions of the local unions, and perhaps even carry out a survey of the local unions to ascertain the amount of fees and dues, etc., which are actually paid by the members. It should also be remembered that the operative date is the 31st December, 1966,⁵ and constitutional changes may have occurred since that time. However, although individual amounts of fees, dues, etc., may have increased, the main pattern will not have changed substantially.

In the light of these warnings, a hasty interpretation should not be made of the tables without first reading the accompanying text. Any attempt to estimate local union revenue from these figures would be fruitless, in view of the large proportion of members in unions where no amount of monthly dues is stipulated as well as the flexibility allowed to locals in fixing dues. A similar difficulty would arise in estimating the revenues of the parent unions. Other sources, such as union financial statements, which are reported under the Corporations and Labour Unions Returns Act, and analysed and presented in aggregate in the Annual Report of the CALURA Administration, are necessary for this purpose.

In studying the tables classifying the unions according to their membership in Canada, it should be remembered that the majority of unions operating in Canada are international, with the majority of their membership in the United States. Consequently, since the unions are classified in terms of membership in Canada, and not in terms of total membership, there is unlikely to be much correlation between the size categories and the frequency of certain financial provisions. For this reason, the tables are published without any accompanying comment in the text.

The classification according to territorial coverage, affiliation and main industries served, might be subject to criticism. In some respects, the first two classifications overlap in that the majority of international unions are also AFL-CIO/CLC affiliates. However, this is not always the case; important unions like the Teamsters and the United Electrical Workers are independent, and some internationals are not affiliated to both the AFL-CIO and the CLC. The decision to classify according to main industry served was taken because there is an objective method of determining this. It might have been more meaningful to have had a breakdown in terms of craft and industrial union, but this would have led into numerous classification difficulties. However, where certain peculiarities seem to attach to either of these categories, reference is made thereto in the text.

At the end of 1966, there were operating in Canada, 165 unions of more than local character, 139 of whose constitutions have been analyzed herein; only unions with a small membership in Canada have been excluded from the analysis. The constitutions covered affected 1,845,334 union members or 96 per cent of the total Canadian membership on 1st January, 1967. The appendix contains a list of the unions in the survey, with their Canadian membership, and range of initiation fees, monthly dues and monthly per capita taxes.⁶

⁴ National Industrial Conference Board, *Studies in Personnel Policy, No. 150, Handbook of Union Procedures*. pp. 29-42.

⁵ All figures of union membership are taken from *Labour Organizations in Canada, 1967*, the reference date of which is 1st January, 1967.

⁶ See p. 185.

CHAPTER 1: LOCALS' FINANCES

In this chapter we shall consider the initiation fees, monthly dues, other fees and other sources of revenue of local unions, as well as the other financial stipulations in the union constitutions which were analyzed.

1. Initiation Fees

Of the 139 constitutions analyzed, 121 of them, representing 84.5 per cent of the total membership had provision for initiation fees. Most of these 121 unions (85, representing 62.9 per cent of the membership) allowed their locals to determine the amount. In 29 unions, the constitution stipulated the exact amount and in seven, either the convention or the general executive council stipulated the amount; the latter consisted entirely of unions with a membership of less than 10,000 in Canada, and represented only 1.3 per cent of the membership.

In the majority of unions where the local determined the amount, the constitutions established a minimum and a maximum amount within which the locals could operate. Where the constitution stipulated the amount, they usually denoted a single amount and only in a few cases did they stipulate several amounts according to the type of member or income.

These figures give us some idea of the degree of latitude allowed to the local unions in the fixing of initiation fees. At one end of the scale, in 29 unions their constitutions stipulated the exact amount and in seven, either the convention or the general executive council determined the amount; thus, in 36 unions, representing 21.6 per cent of the total membership, the local had no autonomy in fixing the amount of the initiation fee. At the other pole, there were 15 constitutions representing 12.2 per cent of the membership in which the constitutions did not stipulate any amount and thus presumably allowed the locals complete freedom in fixing the initiation fee; it is possible also, that among the 18 constitutions with no provision, there were some in which initiation fees were paid and the locals had complete freedom, so that the figure of 15 unions (and 12.2 per cent membership) in which no amount was stipulated is a minimum rather than an absolute figure.

Between these two poles, varying degrees of latitude were allowed to the local unions. The number of unions in which only the maximum was fixed was appreciably smaller and represented a smaller number of members than those in which the minimum only was determined. Since a large proportion of the latter established merely nominal minimum fees,¹ this indicated a very slight restriction of the locals' fee-fixing powers. The greater degree of freedom in fixing the maximum is also reflected in the range figures, in which the number of unions in the maximum section is less than the number in the minimum section. Although the percentage of members in unions with high initiation fees was fairly small, only 24.3 per cent of the membership was in unions which set an upper limit of \$10 or less. (The total for those with a maximum of less than \$2.50 and those in the range \$5.00 to \$9.99.) The remaining 75.7 per cent consisted of unions which made no provision (15.4 per cent), stipulated maximums of \$10 and over (25.2 per cent), stipulated a minimum only (19.2 per cent), or stipulated neither minimum or maximum (12.1 per cent).

In considering the cases where a minimum and maximum were stipulated, one would have to consider also the range within which these were made; for instance, a constitution which allows a local to fix an initiation fee between \$5 and \$200 gives the locals a considerable amount of latitude.

The following unions provided for maximums of \$100 and over.

	Min.	Max.
Asbestos Workers International	\$100	— \$200
Int. Brotherhood of Boilermakers	\$ 15	— \$300
Bricklayers' International	\$ 25	— \$200
American Fed. of Technical Engineers	\$ 5	— \$200
Amalg.Meat Cutters and Butcher Workmen	\$ 5	— \$150
Actors' Equity Association		\$200 (fixed amount)
Television & Radio Artists (ACTRA)		\$100 (fixed amount)
Structural Iron Workers' International		\$300 (fixed amount)
Elevator Constructors' International		\$300 (fixed amount)
Canadian Marine Officers		\$500 (fixed amount)

¹ Of the 25 unions which established a minimum fee, 14 of them, representing 9.0 per cent of total membership, stipulated \$5 or less.

The Sheet Metal Workers' International had a minimum of \$25 and a maximum of "one hundred (100) hours labour at the minimum of journeymen wages established by the local union". The Moving Picture Machine Operators' International established a maximum fee of "four times, the highest regular weekly scale within the union's geographical jurisdiction". The Hatters, International stipulated that the fee should not exceed the minimum weekly wage of the branch of work in which the applicant is employed. The American Federation of Musicians established a maximum local initiation fee of \$150, but when the local fee was in excess of \$100, the members had to pay an additional fee of \$52; the maximum was therefore \$202. The Lathers' International charged journeymen \$200 and apprentices \$100; the latter paid the extra \$100 on becoming a journeymen. The Seafarers' International Union of Canada charged a probationary fee of \$240 to new members, who had to pay an additional initiation fee of \$100 when they became full book members. The Labourers' International, the Moulders' International and the Transit Union each established maximum fees of \$100, with minimums respectively of \$5, \$10 and \$2.

Of the 18 unions establishing a maximum fee of \$100 and over, 15 were international unions and 3 All-Canadian; 15 were AFL-CIO/CLC affiliates, one CLC-only and two AFL-CIO only;² four were in manufacturing, seven in construction, four in transport and communications and three in service industries (entertainment). Almost all of them were either craft or professional unions.

The following unions had a maximum initiation fee of \$5 or less:

	Min.	Max.
Communications Workers	\$2	\$5
C.U.P.E.	\$1	\$5
United Textile Workers	\$1	\$5
Textile Workers Union	—	\$5
Railway Conductors	—	\$5
Locomotive Firemen and Enginemen	—	\$5
Locomotive Engineers	\$5 (fixed amount)	
Maintenance of Way	\$5 ("	")
Steelworkers	\$5 ("	")
Canadian Maritime Union	\$5 ("	")
Glass and Ceramic Workers	\$2 ("	")
Packinghouse Workers	\$2 ("	")
B.C. Government Employees	\$1 ("	")
Québec Government Employees	\$1 ("	")
C.N. Railway Police	\$1 ("	")
Canadian Telephone Employees	\$1 ("	")
Traffic Employees Assn.	\$1 ("	")

In many of those cases where no initiation fee was stipulated, particularly among Québec unions, no initiation fee at all was charged.

It should be stated that in the majority of unions, the locals themselves determined the initiation fees within a wide degree of latitude allowed by the constitution. In order to have a clearer picture of the initiation fees actually set it would be necessary to submit a questionnaire to the locals of the unions.

In some cases, the unions stipulated that the initiation fee must be paid in a lump sum e.g. the \$200 fee of Actors' Equity Association. In other cases, the union allowed the member to pay in instalments e.g. the S.I.U. of Canada stipulated that the probationary fee of \$240 had to be paid in three instalments of \$80 within 70 days; the Boilermakers' International allowed payment by instalments "in accordance with approved Local Lodge By-Laws or an applicable collective bargaining agreement".

In almost half the unions, representing almost half the total number of members, there were provisions for a waiver or reduction for organizational reasons. The most common application of such

² These two have subsequently been admitted to the CLC.

a waiver would be at the formation of a new local; to attract sufficient members to get on its feet, the local was usually allowed to charge reduced fees. Usually the period during which it could do so was specified in the constitution as either 30 days, 60 days, 90 days, 6 months or 1 year; as an example, in the Asbestos Workers' International which normally had a minimum initiation fee of \$100, the new locals charged \$25 for the first six months and \$50 for the second six months of its formation. Fees may also be waived or reduced during an organizing campaign; here again the period during which such waiver or reduction was in operation was often stipulated. In the Teamsters' Union the fees might be reduced in cases of reorganization, merger, dissolutions, etc., or whenever the General Executive Board considered it in the best interests of the union. The United Electrical Workers' Union allowed for a reduction of fees during an organizational drive, in plants where the membership was less than 75 per cent. In several other cases the constitutions allowed for waiver or reduction pending the negotiation of a contract. The United Mine Workers' allowed for a modification of the initiation fees for Canadian members. In many cases, however, the reasons for the waiver or reduction were not clearly stated, discretion being granted either to the union president or the executive board to introduce such waiver or reduction "in the best interests of the union".

The waiver or reduction of the initiation fee for reasons of an individual character were less common than they were for reasons of an organizational character; in only 25 unions, representing less than one quarter of the total membership, did the former exist. The most common category of applicant to be allowed a waiver or reduction was the ex-serviceman. It was usually stipulated that the application had to be made within a stated period after the ex-serviceman's discharge. There were also instances where members of other unions, which might include unions with reciprocal arrangements or unions in the same federation, were allowed a waiver or reduction of the initiation fees.

The provisions allowing the maximum to be exceeded were even rarer than those allowing for waiver or reduction for reasons of an individual character. The reasons for such increases were usually vague and ill-defined, e.g., "under certain circumstances". However, in two unions, the local was allowed to charge extra fees for persons with a bad union record; e.g., the constitution of the Structural Iron Workers' which stipulated a fixed initiation fee of \$300, stated that ex-members guilty of an infraction of the rules might be charged up to \$500; the constitution of the Boot and Shoe Workers' Union, which laid down a maximum initiation fee of \$10, allowed the local to charge up to \$50 for persons with a bad union record.

An examination of the breakdown tables shows that it was more customary for the international unions and the AFL-CIO/CLC affiliates to make provision for initiation fees; in the constitution of all these unions such provision was made. The 18 unions which did not make provisions consisted of eight all-Canadian and ten provincial; and six CLC-only, nine CNTU, and three independents. Among CNTU affiliates, 81.3 per cent of their total membership was in unions which made no provision for initiation fees. Unions in manufacturing, construction and transport showed a higher degree of constitutional provision for initiation fees than those in the service and public administration sectors.

The percentage of members in unions which allowed their local to determine the initiation fee was highest amongst the international unions and the AFL-CIO/CLC affiliates and among unions in the construction industry. Among provincial unions, as well as independent unions, a high proportion of the membership was in unions which stipulated the exact amount of the initiation fee or which allowed the amount to be fixed by the convention or the general executive council.

The international unions had the highest percentage of members in unions which made provision for waiver or reduction of fees and for the maximum fee to be exceeded. In none of the all-Canadian or provincial unions did the latter provision exist and the provision for waiver or reduction for individual reasons existed in only three of these unions altogether. The waiver or reduction for organizational reasons was more common, particularly in the all-Canadian unions, where the percentage was only slightly below that of the international unions. In terms of affiliation, the waiver or reduction for organizational reasons showed the highest percentage among independent unions, but the percentage of members in unions which allowed for waiver or reduction for reasons of an individual character as well as those allowing for the maximum to be exceeded, were in both cases appreciably higher among the AFL-CIO/CLC affiliates. Unions in manufacturing and construction showed the highest percentages relative to provisions for waiver or reduction of fees as well as for allowing the maximum to be exceeded.

The range of fees shows that among the international unions, AFL-CIO/CLC affiliates, and unions in construction industry there were lower percentages of members in the lower ranges of the minimums (i.e., less than \$5) and more in the higher ranges of the maximum fees (i.e., \$10 and over).

Chart 1³ shows graphically the percentage of total membership in unions whose constitutions stipulated the various minimum initiation fees within the ranges indicated, comparing the percentages for all unions with those for international, all-Canadian and provincial unions. The bars on the extreme right give percentages of members in unions whose constitutions did not stipulate any minimum; these figures are derived by subtracting the total of the other figures from 100.

On average, the minimums established by the constitutions of the international unions were higher than those for the all-Canadian and provincial unions. For international unions, the largest percentages were in the \$5 — \$9.99 range, whereas for all-Canadian and provincial unions the largest percentages were in the less-than-\$2.50 range. With the exception of three unions in the \$100-and-over range, there were no all-Canadian unions, and with the exception of one small union, no provincial unions, which stipulated minimums of above \$10. Because the membership of international unions represented a high proportion of the membership of all unions, the largest percentage of members of the latter were also in the \$5 — \$9.99 range. There was also a larger percentage of members of international unions in unions which established minimums of \$10 and over; 20 per cent for international unions as against 4 1/2 per cent for all-Canadian and 1/2 per cent for provincial unions.

³ See Appendix B, p. 190.

Initiation Fees. – Tables Omitted

(a) Table 1:10 Unions in Agriculture

Table 1:12 Unions in Fishing and Trapping

Table 1:18 Unions in Finance, Insurance and Real Estate

} There were no unions
in these categories

(b) Table 1:07. AFL-CIO-Only Affiliates. This table consists only of two unions with 14,400 members (the Canadian Marine Officers and the SIU). In both unions, the constitution stipulated the exact amount of the initiation fee which, in both cases, had minimums and maximums of \$100 and over. Both unions allowed waiver or reduction for organizational reasons: one of them with 13,500 members also allowed a reduction for reasons of an individual character.

(c) Table 1:11. Unions in Forestry. There were two unions with a majority of members in Forestry one of which, with 11,173 members representing 18.6 per cent of the total, made no provisions; the other, with 48,576 members representing 81.3 per cent of the total, allowed the local to determine the initiation fee establishing a minimum only, in the range \$5 to \$9.99. This union also allowed waiver or reduction for organizational reasons.

(d) Table 1:13. Unions in Mines, Quarries and Oil Wells. There were two unions in this group, of which one, with 9,150 members representing 41.3 per cent of the total membership, stipulated the exact single amount; the other union, with 13,000 members representing 58.6 per cent of the total members, allowed the local to determine the amount and established a minimum and maximum. In the range table there was one union with 13,000 with a minimum of less than \$2.50. The other union with 9,150 had a minimum of between \$50 and \$99.99; in the maximum range there was one union with 13,000 members in the range \$10 to \$24.99 and the other union with 9,150 members in the range \$50 to \$99.99. Both unions allowed for waiver or reduction for organizational reasons only.

For footnotes to tables, see pp. 182-4.

Table 1:01 -- INITIATION FEES -- All Unions

		NO. OF UNIONS	NO. OF ¹ MEMBERS	% OF TOTAL ¹ MEMBERS
1	CONSTITUTION MAKES NO PROVISION ²	18	285,759	15.4
2	CONSTITUTION MAKES PROVISION	121	1,559,575	84.5
A.	STIPULATES EXACT AMOUNT	29	374,869	20.3
	1 SINGLE AMOUNT	23	350,114	18.9
	2 SEVERAL AMOUNTS ACCORDING TO TYPE OF MEMBER	3	11,930	.6
	3 SEVERAL AMOUNTS ACCORDING TO INCOME	3	12,825	.6
B.	LOCAL DETERMINES AMOUNT	85	1,158,736	62.7
	1 CONSTITUTION STIPULATES MINIMUM ONLY	25	354,494	19.2
	2 CONSTITUTION STIPULATES MAXIMUM ONLY	11	84,910	4.6
	3 CONSTITUTION STIPULATES MINIMUM AND MAXIMUM	30	471,862	25.5
	4 CONSTITUTION STIPULATES VARIOUS AMOUNTS ³	4	23,692	1.2
	5 CONSTITUTION DOES NOT STIPULATE ANY AMOUNT	15	223,778	12.1
C.	AMOUNT IS FIXED BY			
	1 CONVENTION	4	20,059	1.0
	2 GENERAL EXECUTIVE COUNCIL (OR EQUIVALENT)	3	5,911	.3
	3 SOME OTHER BODY THAN ABOVE AND LOCAL			
3	CONSTITUTION ALLOWS FOR WAIVER OR REDUCTION ⁴			
	A. FOR ORGANIZATIONAL REASONS	64	886,091	48.0
	B. FOR REASONS OF AN INDIVIDUAL CHARACTER	25	411,906	22.3
4	CONSTITUTION ALLOWS MAXIMUM TO BE EXCEEDED ⁵	14	213,490	11.5
5	RANGE ⁶			
	MINIMUM			
	LESS THAN \$2.50	29	411,656	22.3
	\$2.50 TO \$5.00	5	51,528	2.7
	\$5.00 TO \$9.99	23	474,864	25.7
	\$10.00 TO \$24.99	14	202,363	10.9
	\$25.00 TO \$49.99	4	21,998	1.1
	\$50.00 TO \$99.99	2	17,569	.9
	\$100.00 AND OVER	8	37,320	2.0
	MAXIMUM			
	LESS THAN \$2.50	9	116,326	6.3
	\$2.50 TO \$5.00			
	\$5.00 TO \$9.99	12	333,866	18.0
	\$10.00 TO \$24.99	13	169,745	9.1
	\$25.00 TO \$49.99	10	127,060	6.8
	\$50.00 TO \$99.99	6	30,112	1.6
	\$100.00 AND OVER	18	143,807	7.7
	TOTAL	139	1,845,334	

Table 1:02 -- INITIATION FEES -- International Unions

		NO. OF UNIONS	NO. OF ¹ MEMBERS	% OF TOTAL ¹ MEMBERS
1	CONSTITUTION MAKES NC PROVISION ²	87	1,255,512	100.0
2	CONSTITUTION MAKES PROVISION	14	274,545	21.8
	A. STIPULATES EXACT AMOUNT	12	264,046	21.0
	1 SINGLE AMOUNT	1	1,370	.1
	2 SEVERAL AMOUNTS ACCORDING TO TYPE OF MEMBER	1	9,129	.7
	3 SEVERAL AMOUNTS ACCORDING TO INCOME	71	972,356	77.4
	B. LOCAL DETERMINES AMOUNT	21	315,274	25.1
	1 CONSTITUTION STIPULATES MINIMUM ONLY	10	81,760	6.5
	2 CONSTITUTION STIPULATES MAXIMUM ONLY	28	364,346	29.0
	3 CONSTITUTION STIPULATES MINIMUM AND MAXIMUM	3	23,417	1.8
	4 CONSTITUTION STIPULATES VARIOUS AMOUNTS ³	9	187,559	14.9
	5 CONSTITUTION DOES NOT STIPULATE ANY AMOUNT			
	C. AMOUNT IS FIXED BY	2	8,611	.6
	1 CONVENTION			
	2 GENERAL EXECUTIVE COUNCIL (OR EQUIVALENT)			
	3 SOME OTHER BODY THAN ABOVE AND LOCAL			
3	CONSTITUTION ALLOWS FOR WAIVER OR REDUCTION ⁴	53	735,309	58.5
	A. FOR ORGANIZATIONAL REASONS	22	390,716	31.1
4	B. FOR REASONS OF AN INDIVIDUAL CHARACTER	14	213,490	17.0
	CONSTITUTION ALLOWS MAXIMUM TO BE EXCEEDED ⁵			
5	RANGE ⁶			
	MINIMUM			
	LESS THAN \$2.50	16	223,194	17.7
	\$2.50 TO \$5.00	5	51,528	4.1
	\$5.00 TO \$9.99	21	439,349	34.9
	\$10.00 TO \$24.99	13	201,401	16.0
	\$25.00 TO \$49.99	3	20,911	1.6
	\$50.00 TO \$99.99	2	17,569	1.3
	\$100.00 AND OVER	5	19,707	1.5
	MAXIMUM			
	LESS THAN \$2.50	3	49,433	3.9
	\$2.50 TO \$5.00			
	\$5.00 TO \$9.99	9	217,733	17.3
	\$10.00 TO \$24.99	11	165,633	13.1
	\$25.00 TO \$49.99	9	125,604	10.0
	\$50.00 TO \$99.99	4	26,925	2.1
	\$100.00 AND OVER	15	126,194	10.0
	TOTAL	87	1,255,512	

Table 1-03-- INITIATION FEES -- All-Canadian Unions

		NO. OF UNIONS	NO. OF MEMBERS	% OF TOTAL MEMBERS
1	CONSTITUTION MAKES NC PROVISION ²	8	179,643	44.0
2	CONSTITUTION MAKES PROVISION -----	19	227,713	55.9
	A. STIPULATES EXACT AMOUNT -----	11	55,152	13.5
	1 SINGLE AMOUNT	8	50,369	12.3
	2 SEVERAL AMOUNTS ACCORDING TO TYPE OF MEMBER	1	1,087	.2
	3 SEVERAL AMOUNTS ACCORDING TO INCOME	2	3,696	.9
	R. LOCAL DETERMINES AMOUNT -----	7	168,780	41.4
	1 CONSTITUTION STIPULATES MINIMUM ONLY	3	38,565	9.4
	2 CONSTITUTION STIPULATES MAXIMUM ONLY	1	106,060	26.0
	3 CONSTITUTION STIPULATES MINIMUM AND MAXIMUM	3	24,155	5.9
	4 CONSTITUTION STIPULATES VARIOUS AMOUNTS ³			
	5 CONSTITUTION DOES NOT STIPULATE ANY AMOUNT			
	C. AMOUNT IS FIXED BY -----	1	3,781	.9
	1 CONVENTION -----			
	2 GENERAL EXECUTIVE COUNCIL (OR EQUIVALENT) -----			
	3 SOME OTHER BODY THAN ABOVE AND LOCAL -----			
3	CONSTITUTION ALLOWS FOR WAIVER OR REDUCTION ⁴	6	128,704	31.5
	A. FOR ORGANIZATIONAL REASONS	1	13,500	3.3
4	B. FOR REASONS OF AN INDIVIDUAL CHARACTER -----			
	CONSTITUTION ALLOWS MAXIMUM TO BE EXCEEDED ⁵ -----			
5	RANGE ⁶			
	MINIMUM	7	141,866	34.8
	LESS THAN \$2.50			
	\$2.50 TO \$5.00			
	\$5.00 TO \$9.99	2	35,515	8.7
	\$10.00 TO \$24.99			
	\$25.00 TO \$49.99	1	1,087	.2
	\$50.00 TO \$99.99			
	\$100.00 AND OVER -----	3	17,613	4.3
	MAXIMUM			
	LESS THAN \$2.50	4	32,156	7.8
	\$2.50 TO \$5.00			
	\$5.00 TO \$9.99	2	106,660	26.1
	\$10.00 TO \$24.99			
	\$25.00 TO \$49.99			
	\$50.00 TO \$99.99	2	3,187	.7
	\$100.00 AND OVER -----	3	17,613	4.3
	TOTAL	27	407,356	

Table 1:04 -- INITIATION FEES -- Provincial Unions

		NO. OF UNIONS	NO. OF ¹ MEMBERS	% OF TOTAL ¹ MEMBERS
1	CONSTITUTION MAKES NO PROVISION ²	10	106,116	58.1
2	CONSTITUTION MAKES PROVISION -----	15	76,350	41.8
	A. STIPULATES EXACT AMOUNT -----	4	45,172	24.7
	1 SINGLE AMOUNT	3	35,699	19.5
	2 SEVERAL AMOUNTS ACCORDING TO TYPE OF MEMBER	1	9,473	5.1
	3 SEVERAL AMOUNTS ACCORDING TO INCOME			
	B. LOCAL DETERMINES AMOUNT -----	7	17,600	9.6
	1 CONSTITUTION STIPULATES MINIMUM ONLY	1	655	.3
	2 CONSTITUTION STIPULATES MAXIMUM ONLY	1	3,150	1.7
	3 CONSTITUTION STIPULATES MINIMUM AND MAXIMUM	1	1,456	.7
	4 CONSTITUTION STIPULATES VARIOUS AMOUNTS ³	1	275	.1
	5 CONSTITUTION DOES NOT STIPULATE ANY AMOUNT	3	12,064	6.6
	C. AMOUNT IS FIXED BY -----			
	1 CONVENTION -----	1	7,667	4.2
	2 GENERAL EXECUTIVE COUNCIL (OR EQUIVALENT) -----	3	5,911	3.2
	3 SOME OTHER BODY THAN ABOVE AND LOCAL -----			
3	CONSTITUTION ALLOWS FOR WAIVER OR REDUCTION ⁴			
	A. FOR ORGANIZATIONAL REASONS	5	22,078	12.0
4	B. FOR REASONS OF AN INDIVIDUAL CHARACTER -----	2	7,690	4.2
	CONSTITUTION ALLOWS MAXIMUM TO BE EXCEEDED ⁵ -----			
5	RANGE ⁶			
	MINIMUM			
	LESS THAN \$2.50	6	46,596	25.5
	\$2.50 TO \$5.00			
	\$5.00 TO \$9.99			
	\$10.00 TO \$24.99	1	962	.5
	\$25.00 TO \$49.99			
	\$50.00 TO \$99.99			
	\$100.00 AND OVER -----			
	MAXIMUM			
	LESS THAN \$2.50	2	34,737	19.0
	\$2.50 TO \$5.00			
	\$5.00 TO \$9.99	1	9,473	5.1
	\$10.00 TO \$24.99	2	4,112	2.2
	\$25.00 TO \$49.99	1	1,456	.7
	\$50.00 TO \$99.99			
	\$100.00 AND OVER -----			
	TOTAL	25	182,466	

Table 1:05 - INITIATION FEES -- AFL-CIO/CLC Affiliates

		NO. OF UNIONS	NO. OF 1 MEMBERS	% OF TOTAL 1 MEMBERS
1	CONSTITUTION MAKES NC PROVISION 2			
2	CONSTITUTION MAKES PROVISION	77	1,118,429	100.0
	A. STIPULATES EXACT AMOUNT	11	244,770	21.8
	1 SINGLE AMOUNT	9	234,271	20.9
	2 SEVERAL AMOUNTS ACCORDING TO TYPE OF MEMBER	1	1,370	.1
	3 SEVERAL AMOUNTS ACCORDING TO INCOME	1	9,129	.8
	B. LOCAL DETERMINES AMOUNT	64	865,048	77.3
	1 CONSTITUTION STIPULATES MINIMUM ONLY	19	287,616	25.7
	2 CONSTITUTION STIPULATES MAXIMUM ONLY	8	78,390	7.0
	3 CONSTITUTION STIPULATES MINIMUM AND MAXIMUM	26	342,721	30.6
	4 CONSTITUTION STIPULATES VARIOUS AMOUNTS 3	3	23,417	2.0
	5 CONSTITUTION DOES NOT STIPULATE ANY AMOUNT	8	132,904	11.8
	C. AMOUNT IS FIXED BY			
	1 CONVENTION	2	8,611	.7
	2 GENERAL EXECUTIVE COUNCIL (OR EQUIVALENT)			
	3 SOME OTHER BODY THAN ABOVE AND LOCAL			
3	CONSTITUTION ALLOWS FOR WAIVER OR REDUCTION 4			
	A. FOR ORGANIZATIONAL REASONS	45	606,490	54.2
	B. FOR REASONS OF AN INDIVIDUAL CHARACTER	20	357,190	31.9
4	CONSTITUTION ALLOWS MAXIMUM TO BE EXCEEDED 5	11	189,134	16.9
5	RANGE 6			
	MINIMUM			
	LESS THAN \$2.50	14	185,293	16.5
	\$2.50 TO \$5.00	5	51,528	4.6
	\$5.00 TO \$9.99	18	419,876	37.5
	\$10.00 TO \$24.99	12	188,867	16.8
	\$25.00 TO \$49.99	3	20,911	1.8
	\$50.00 TO \$99.99	1	8,419	.7
	\$100.00 AND OVER	5	19,707	1.7
	MAXIMUM			
	LESS THAN \$2.50	3	49,433	4.4
	\$2.50 TO \$5.00			
	\$5.00 TO \$9.99	7	209,469	18.7
	\$10.00 TO \$24.99	9	140,099	12.5
	\$25.00 TO \$49.99	8	122,407	10.9
	\$50.00 TO \$99.99	2	9,150	.8
	\$100.00 AND OVER	15	126,194	11.2
	TOTAL	77	1,118,429	

Table 1:06 – INITIATION FEES – CLC–only Affiliates

		NO. OF UNIONS	NO. OF ¹ MEMBERS	% OF TOTAL ¹ MEMBERS
1	CONSTITUTION MAKES NO PROVISION ²	6	105,104	33.6
2	CONSTITUTION MAKES PROVISION -----	16	207,422	66.3
	A. STIPULATES EXACT AMOUNT -----	4	13,532	4.3
	1 SINGLE AMOUNT -----	3	11,432	3.6
	2 SEVERAL AMOUNTS ACCORDING TO TYPE OF MEMBER -----	1	2,100	.6
	3 SEVERAL AMOUNTS ACCORDING TO INCOME -----	10	185,209	59.2
	B. LOCAL -----	3	40,072	12.8
	1 CONSTITUTION STIPULATES MINIMUM ONLY -----	1	3,197	1.0
	2 CONSTITUTION STIPULATES MAXIMUM ONLY -----	2	114,685	36.6
	3 CONSTITUTION STIPULATES MINIMUM AND MAXIMUM -----			
	4 CONSTITUTION STIPULATES VARIOUS AMOUNTS ³ -----			
	5 CONSTITUTION DOES NOT STIPULATE ANY AMOUNT -----	4	27,255	8.7
	C. AMOUNT IS FIXED BY -----			
	1 CONVENTION -----	1	3,781	1.2
	2 GENERAL EXECUTIVE COUNCIL (OR EQUIVALENT) -----	1	4,900	1.5
	3 SOME OTHER BODY THAN ABOVE AND LOCAL -----			
3	CONSTITUTION ALLOWS FOR WAIVER OR REDUCTION ⁴			
	A. FOR ORGANIZATIONAL REASONS -----	6	127,633	40.8
	B. FOR REASONS OF AN INDIVIDUAL CHARACTER -----	2	16,244	5.1
4	CONSTITUTION ALLOWS MAXIMUM TO BE EXCEEDED ⁵ -----	2	11,822	3.7
5	RANGE ⁶			
	MINIMUM			
	LESS THAN \$2.50 -----	3	116,079	37.1
	\$2.50 TO \$5.00 -----			
	\$5.00 TO \$9.99 -----	4	46,897	15.0
	\$10.00 TO \$24.99 -----			
	\$25.00 TO \$49.99 -----			
	\$50.00 TO \$99.99 -----	1	3,213	1.0
	\$100.00 AND OVER -----			
	MAXIMUM			
	LESS THAN \$2.50 -----	1	7,619	2.4
	\$2.50 TO \$5.00 -----			
	\$5.00 TO \$9.99 -----	2	106,660	34.1
	\$10.00 TO \$24.99 -----			
	\$25.00 TO \$49.99 -----	1	3,197	1.0
	\$50.00 TO \$99.99 -----	2	10,725	3.4
	\$100.00 AND OVER -----	1	3,213	1.0
	TOTAL	22	312,526	

Table 1:08 -- INITIATION FEES -- CNTU Affiliates

		NO. OF UNIONS	NO. OF ¹ MEMBERS	% OF TOTAL ¹ MEMBERS
1	CONSTITUTION MAKES NO PROVISION ²	9	154,977	81.3
2	CONSTITUTION MAKES PROVISION -----	2	35,562	18.6
	A. STIPULATES EXACT AMOUNT -----	1	27,118	14.2
	1 SINGLE AMOUNT	1	27,118	14.2
	2 SEVERAL AMOUNTS ACCORDING TO TYPE OF MEMBER			
	3 SEVERAL AMOUNTS ACCORDING TO INCOME			
	B. LOCAL DETERMINES AMOUNT -----	1	8,444	4.4
	1 CONSTITUTION STIPULATES MINIMUM ONLY			
	2 CONSTITUTION STIPULATES MAXIMUM ONLY			
	3 CONSTITUTION STIPULATES MINIMUM AND MAXIMUM			
	4 CONSTITUTION STIPULATES VARIOUS AMOUNTS ³			
	5 CONSTITUTION DOES NOT STIPULATE ANY AMOUNT	1	8,444	4.4
	C. AMOUNT IS FIXED BY -----			
	1 CONVENTION -----			
	2 GENERAL EXECUTIVE COUNCIL (OR EQUIVALENT) -----			
	3 SOME OTHER BODY THAN ABOVE AND LOCAL -----			
3	CONSTITUTION ALLOWS FOR WAIVER OR REDUCTION ⁴			
	A. FOR ORGANIZATIONAL REASONS	1	8,444	4.4
4	B. FOR REASONS OF AN INDIVIDUAL CHARACTER -----			
	CONSTITUTION ALLOWS MAXIMUM TO BE EXCEEDED ⁵ -----			
5	RANGE ⁶			
	MINIMUM	1	27,118	14.2
	LESS THAN \$2.50			
	\$2.50 TO \$5.00			
	\$5.00 TO \$9.99			
	\$10.00 TO \$24.99			
	\$25.00 TO \$49.99			
	\$50.00 TO \$99.99			
	\$100.00 AND OVER -----			
	MAXIMUM	1	27,118	14.2
	LESS THAN \$2.50			
	\$2.50 TO \$5.00			
	\$5.00 TO \$9.99			
	\$10.00 TO \$24.99			
	\$25.00 TO \$49.99			
	\$50.00 TO \$99.99			
	\$100.00 AND OVER -----			
	TOTAL	11	190,539	

Table 1:09 - INITIATION FEES - Independent Unions

		NO. OF UNIONS	NO. OF ¹ MEMBERS	% OF TOTAL ¹ MEMBERS
1	CONSTITUTION MAKES NO PROVISION ²	3	25,678	12.2
2	CONSTITUTION MAKES PROVISION -----	24	183,762	87.7
A.	STIPULATES EXACT AMOUNT -----	11	75,049	35.8
	1 SINGLE AMOUNT -----	8	62,893	30.0
	2 SEVERAL AMOUNTS ACCORDING TO TYPE OF MEMBER -----	2	10,560	5.0
	3 SEVERAL AMOUNTS ACCORDING TO INCOME -----	1	1,596	.7
B.	LOCAL DETERMINES AMOUNT -----	10	100,035	47.7
	1 CONSTITUTION STIPULATES MINIMUM ONLY -----	3	26,806	12.7
	2 CONSTITUTION STIPULATES MAXIMUM ONLY -----	2	3,323	1.5
	3 CONSTITUTION STIPULATES MINIMUM AND MAXIMUM -----	2	14,456	6.9
	4 CONSTITUTION STIPULATES VARIOUS AMOUNTS ³ -----	1	275	.1
	5 CONSTITUTION DOES NOT STIPULATE ANY AMOUNT -----	2	55,175	26.3
C.	AMOUNT IS FIXED BY -----			
	1 CONVENTION -----	1	7,667	3.6
	2 GENERAL EXECUTIVE COUNCIL (OR EQUIVALENT) -----	2	1,011	.4
	3 SOME OTHER BODY THAN ABOVE AND LOCAL -----			
3	CONSTITUTION ALLOWS FOR WAIVER OR REDUCTION ⁴	10	129,124	61.6
A.	FOR ORGANIZATIONAL REASONS -----	2	24,972	11.9
4	FOR REASONS OF AN INDIVIDUAL CHARACTER -----	1	12,534	5.9
	CONSTITUTION ALLOWS MAXIMUM TO BE EXCEEDED ⁵ -----			
5	RANGE ⁶			
	MINIMUM	11	83,166	39.7
	LESS THAN \$2.50 -----			
	\$2.50 TO \$5.00 -----			
	\$5.00 TO \$9.99 -----	1	8,091	3.8
	\$10.00 TO \$24.99 -----	2	13,496	6.4
	\$25.00 TO \$49.99 -----	1	1,087	.5
	\$50.00 TO \$99.99 -----	1	9,150	4.3
	\$100.00 AND OVER -----			
	MAXIMUM	4	32,156	15.3
	LESS THAN \$2.50 -----			
	\$2.50 TO \$5.00 -----	3	17,737	8.4
	\$5.00 TO \$9.99 -----	4	29,646	14.1
	\$10.00 TO \$24.99 -----	1	1,456	.6
	\$25.00 TO \$49.99 -----	2	10,237	4.8
	\$50.00 TO \$99.99 -----			
	\$100.00 AND OVER -----			
	TOTAL	27	209,440	

Table 1:14 -- INITIATION FEES -- Unions in Manufacturing

		NO. OF UNIONS	NO. OF ¹ MEMBERS	% OF TOTAL ¹ MEMBERS
1	CONSTITUTION MAKES NO PROVISION ²	5	65,815	9.0
2	CONSTITUTION MAKES PROVISION -----	54	662,720	90.9
	A. STIPULATES EXACT AMOUNT -----	7	200,871	27.5
	1 SINGLE AMOUNT -----	5	182,269	25.0
	2 SEVERAL AMOUNTS ACCORDING TO TYPE OF MEMBER -----	1	9,473	1.3
	3 SEVERAL AMOUNTS ACCORDING TO INCOME -----	1	9,129	1.2
	B. LOCAL DETERMINES AMOUNT -----	45	460,838	63.2
	1 CONSTITUTION STIPULATES MINIMUM ONLY -----	12	50,962	12.4
	2 CONSTITUTION STIPULATES MAXIMUM ONLY -----	6	53,455	7.3
	3 CONSTITUTION STIPULATES MINIMUM AND MAXIMUM -----	19	267,803	36.7
	4 CONSTITUTION STIPULATES VARIOUS AMOUNTS ³ -----	2	5,895	.8
	5 CONSTITUTION DOES NOT STIPULATE ANY AMOUNT -----	6	42,723	5.8
	C. AMOUNT IS FIXED BY -----			
	1 CONVENTION -----			
	2 GENERAL EXECUTIVE COUNCIL (OR EQUIVALENT) -----	2	1,011	.1
	3 SOME OTHER BODY THAN ABOVE AND LOCAL -----			
3	CONSTITUTION ALLOWS FOR WAIVER OR REDUCTION ⁴			
	A. FOR ORGANIZATIONAL REASONS -----	33	398,289	54.6
	B. FOR REASONS OF AN INDIVIDUAL CHARACTER -----	17	276,375	37.9
4	CONSTITUTION ALLOWS MAXIMUM TO BE EXCEEDED ⁵ -----	11	120,621	16.5
5	RANGE ⁶			
	MINIMUM			
	LESS THAN \$2.50 -----	16	177,647	24.3
	\$2.50 TO \$5.00 -----	4	33,542	4.6
	\$5.00 TO \$9.99 -----	12	302,718	41.5
	\$10.00 TO \$24.99 -----	6	39,995	5.4
	\$25.00 TO \$49.99 -----			
	\$50.00 TO \$99.99 -----			
	\$100.00 AND OVER -----			
	MAXIMUM			
	LESS THAN \$2.50 -----	3	39,735	5.4
	\$2.50 TO \$5.00 -----			
	\$5.00 TO \$9.99 -----	5	188,704	25.9
	\$10.00 TO \$24.99 -----	10	137,634	18.8
	\$25.00 TO \$49.99 -----	7	104,421	14.3
	\$50.00 TO \$99.99 -----	2	16,625	2.2
	\$100.00 AND OVER -----	4	25,881	3.5
	TOTAL	59	728,535	

Table 1:15 — INITIATION FEES — Unions in Construction

		NO. OF UNIONS	NO. OF ¹ MEMBERS	% OF TOTAL ¹ MEMBERS
1	CONSTITUTION MAKES NO PROVISION ²	1	29,542	12.5
2	CONSTITUTION MAKES PROVISION	13	205,039	87.4
	A. STIPULATES EXACT AMOUNT	3	15,729	6.7
	1 SINGLE AMOUNT	2	14,359	6.1
	2 SEVERAL AMOUNTS ACCORDING TO TYPE OF MEMBER	1	1,370	.5
	3 SEVERAL AMOUNTS ACCORDING TO INCOME			
	B. LOCAL DETERMINES AMOUNT	10	189,310	80.7
	1 CONSTITUTION STIPULATES MINIMUM ONLY	4	136,516	58.1
	2 CONSTITUTION STIPULATES MAXIMUM ONLY			
	3 CONSTITUTION STIPULATES MINIMUM AND MAXIMUM	4	48,479	20.6
	4 CONSTITUTION STIPULATES VARIOUS AMOUNTS ³	1	275	.1
	5 CONSTITUTION DOES NOT STIPULATE ANY AMOUNT	1	4,040	1.7
	C. AMOUNT IS FIXED BY			
	1 CONVENTION			
	2 GENERAL EXECUTIVE COUNCIL (OR EQUIVALENT)			
	3 SOME OTHER BODY THAN ABOVE AND LOCAL			
3	CONSTITUTION ALLOWS FOR WAIVER OR REDUCTION ⁴			
	A. FOR ORGANIZATIONAL REASONS	9	96,870	41.2
	B. FOR REASONS OF AN INDIVIDUAL CHARACTER	5	109,645	46.7
4	CONSTITUTION ALLOWS MAXIMUM TO BE EXCEEDED ⁵	2	89,672	38.2
5	RANGE ⁶			
	MINIMUM	1	275	.1
	LESS THAN \$2.50			
	\$2.50 TO \$5.00			
	\$5.00 TO \$9.99	2	49,082	20.9
	\$10.00 TO \$24.99	3	116,337	49.5
	\$25.00 TO \$49.99	2	17,928	7.6
	\$50.00 TO \$99.99			
	\$100.00 AND OVER	4	17,377	7.4
	MAXIMUM			
	LESS THAN \$2.50			
	\$2.50 TO \$5.00			
	\$5.00 TO \$9.99			
	\$10.00 TO \$24.99			
	\$25.00 TO \$49.99			
	\$50.00 TO \$99.99			
	\$100.00 AND OVER	7	64,208	27.3
	TOTAL	14	234,581	

Table 1: 16 - INITIATION FEES -- Unions in Transport, Communications, and other Utilities

		NO. OF UNIONS	NO. OF ¹ MEMBERS	% OF TOTAL ¹ MEMBERS
1	CONSTITUTION MAKES NO PROVISION ²	4	10,269	2.8
2	CONSTITUTION MAKES PROVISION -----	34	351,820	97.1
	A. STIPULATES EXACT AMOUNT -----	13	92,892	25.6
	1 SINGLE AMOUNT -----	10	88,109	24.3
	2 SEVERAL AMOUNTS ACCORDING TO TYPE OF MEMBER	1	1,087	.3
	3 SEVERAL AMOUNTS ACCORDING TO INCOME	2	3,696	1.0
	B. LOCAL DETERMINES AMOUNT -----	19	247,441	68.3
	1 CONSTITUTION STIPULATES MINIMUM ONLY	6	73,991	20.4
	2 CONSTITUTION STIPULATES MAXIMUM ONLY	3	10,134	2.7
	3 CONSTITUTION STIPULATES MINIMUM AND MAXIMUM	4	18,534	5.1
	4 CONSTITUTION STIPULATES VARIOUS AMOUNTS ³	1	17,522	4.8
	5 CONSTITUTION DOES NOT STIPULATE ANY AMOUNT	5	127,260	35.1
	C. AMOUNT IS FIXED BY -----			
	1 CONVENTION -----	2	11,487	3.1
	2 GENERAL EXECUTIVE COUNCIL (OR EQUIVALENT) -----			
	3 SOME OTHER BODY THAN ABOVE AND LOCAL -----			
3	CONSTITUTION ALLOWS FOR WAIVER OR REDUCTION ⁴	13	139,246	38.4
4	A. FOR ORGANIZATIONAL REASONS -----	2	18,267	5.0
	B. FOR REASONS OF AN INDIVIDUAL CHARACTER -----	1	3,197	.8
	CONSTITUTION ALLOWS MAXIMUM TO BE EXCEEDED ⁵ -----			
5	RANGE ⁶			
	MINIMUM			
	LESS THAN \$2.50	7	61,739	17.0
	\$2.50 TO \$5.00			
	\$5.00 TO \$9.99	7	71,731	19.8
	\$10.00 TO \$24.99	3	43,377	11.9
	\$25.00 TO \$49.99	2	4,070	1.1
	\$50.00 TO \$99.99	1	8,419	2.3
	\$100.00 AND OVER -----	3	17,613	4.8
	MAXIMUM			
	LESS THAN \$2.50	3	23,656	6.5
	\$2.50 TO \$5.00			
	\$5.00 TO \$9.99	6	39,102	10.7
	\$10.00 TO \$24.99	1	18,149	5.0
	\$25.00 TO \$49.99	2	4,653	1.2
	\$50.00 TO \$99.99	3	4,337	1.1
	\$100.00 AND OVER -----	4	30,067	8.3
	TOTAL	38	362,089	

Table 1:17 - INITIATION FEES - Unions in Trade

		NO. OF UNIONS	NO. OF ¹ MEMBERS	% OF TOTAL ¹ MEMBERS
1	CONSTITUTION MAKES NO PROVISION ²	1	8,600	17.4
2	CONSTITUTION MAKES PROVISION -----	3	40,574	82.5
	A. STIPULATES EXACT AMOUNT -----			
	1 SINGLE AMOUNT			
	2 SEVERAL AMOUNTS ACCORDING TO TYPE OF MEMBER			
	3 SEVERAL AMOUNTS ACCORDING TO INCOME			
	B. LOCAL DETERMINES AMOUNT -----	2	35,674	72.5
	1 CONSTITUTION STIPULATES MINIMUM ONLY			
	2 CONSTITUTION STIPULATES MAXIMUM ONLY			
	3 CONSTITUTION STIPULATES MINIMUM AND MAXIMUM			
	4 CONSTITUTION STIPULATES VARIOUS AMOUNTS ³			
	5 CONSTITUTION DOES NOT STIPULATE ANY AMOUNT	2	35,674	72.5
	C. AMOUNT IS FIXED BY -----			
	1 CONVENTION -----			
	2 GENERAL EXECUTIVE COUNCIL (OR EQUIVALENT) -----	1	4,900	9.9
	3 SOME OTHER BODY THAN ABOVE AND LOCAL -----			
3	CONSTITUTION ALLOWS FOR WAIVER OR REDUCTION ⁴			
	A. FOR ORGANIZATIONAL REASONS			
4	B. FOR REASONS OF AN INDIVIDUAL CHARACTER -----	2	35,674	72.5
	CONSTITUTION ALLOWS MAXIMUM TO BE EXCEEDED ⁵ -----			
5	RANGE ⁶			
	MINIMUM			
	LESS THAN \$2.50			
	\$2.50 TO \$5.00			
	\$5.00 TO \$9.99			
	\$10.00 TO \$24.99			
	\$25.00 TO \$49.99			
	\$50.00 TO \$99.99			
	\$100.00 AND OVER -----			
	MAXIMUM			
	LESS THAN \$2.50			
	\$2.50 TO \$5.00			
	\$5.00 TO \$9.99			
	\$10.00 TO \$24.99			
	\$25.00 TO \$49.99			
	\$50.00 TO \$99.99			
	\$100.00 AND OVER -----			
	TOTAL	4	49,174	

Table 1:19 -- INITIATION FEES -- Unions in Service Industries

		NO. OF UNIONS	NO. OF ¹ MEMBERS	% OF TOTAL ¹ MEMBERS
1	CONSTITUTION MAKES NO PROVISION ²	2	38,335	37.0
2	CONSTITUTION MAKES PROVISION -----	8	65,189	62.9
A.	STIPULATES EXACT AMOUNT -----	2	20,528	19.8
	1 SINGLE AMOUNT	2	20,528	19.8
	2 SEVERAL AMOUNTS ACCORDING TO TYPE OF MEMBER			
	3 SEVERAL AMOUNTS ACCORDING TO INCOME			
B.	LOCAL DETERMINES AMOUNT -----	5	43,756	42.2
	1 CONSTITUTION STIPULATES MINIMUM ONLY	2	4,449	4.2
	2 CONSTITUTION STIPULATES MAXIMUM ONLY	2	21,321	20.5
	3 CONSTITUTION STIPULATES MINIMUM AND MAXIMUM	1	17,986	17.3
	4 CONSTITUTION STIPULATES VARIOUS AMOUNTS ³			
	5 CONSTITUTION DOES NOT STIPULATE ANY AMOUNT			
C.	AMOUNT IS FIXED BY -----			
	1 CONVENTION -----	1	905	.8
	2 GENERAL EXECUTIVE COUNCIL (OR EQUIVALENT) -----			
	3 SOME OTHER BODY THAN ABOVE AND LOCAL -----			
3	CONSTITUTION ALLOWS FOR WAIVER OR REDUCTION ⁴	3	39,226	37.8
A.	FOR ORGANIZATIONAL REASONS			
B.	FOR REASONS OF AN INDIVIDUAL CHARACTER -----			
4	CONSTITUTION ALLOWS MAXIMUM TO BE EXCEEDED ⁵ -----			
5	RANGE ⁶			
	MINIMUM			
	LESS THAN \$2.50	1	18,198	17.5
	\$2.50 TO \$5.00	1	17,986	17.3
	\$5.00 TO \$9.99	1	2,757	2.6
	\$10.00 TO \$24.99	1	1,692	1.6
	\$25.00 TO \$49.99			
	\$50.00 TO \$99.99			
	\$100.00 AND OVER -----	1	2,330	2.2
	MAXIMUM			
	LESS THAN \$2.50	1	18,198	17.5
	\$2.50 TO \$5.00			
	\$5.00 TO \$9.99			
	\$10.00 TO \$24.99			
	\$25.00 TO \$49.99	1	17,986	17.3
	\$50.00 TO \$99.99			
	\$100.00 AND OVER -----	3	23,651	22.8
	TOTAL	10	103,524	

Table 1:20 -- INITIATION FEES -- Unions in Public Administration

		NO. OF UNIONS	NO. OF ¹ MEMBERS	% OF TOTAL ¹ MEMBERS
1	CONSTITUTION MAKES NO PROVISION ²	4	122,025	42.7
2	CONSTITUTION MAKES PROVISION -----	6	163,507	57.2
	A. STIPULATES EXACT AMOUNT -----	3	35,699	12.5
	1 SINGLE AMOUNT -----	3	35,699	12.5
	2 SEVERAL AMOUNTS ACCORDING TO TYPE OF MEMBER -----			
	3 SEVERAL AMOUNTS ACCORDING TO INCOME -----			
	B. LOCAL DETERMINES AMOUNT -----	2	120,141	42.0
	1 CONSTITUTION STIPULATES MINIMUM ONLY -----			
	2 CONSTITUTION STIPULATES MAXIMUM ONLY -----			
	3 CONSTITUTION STIPULATES MINIMUM AND MAXIMUM -----	1	106,060	37.1
	4 CONSTITUTION STIPULATES VARIOUS AMOUNTS ³ -----	1	14,081	4.9
	5 CONSTITUTION DOES NOT STIPULATE ANY AMOUNT -----			
	C. AMOUNT IS FIXED BY -----	1	7,667	2.6
	1 CONVENTION -----			
	2 GENERAL EXECUTIVE COUNCIL (OR EQUIVALENT) -----			
	3 SOME OTHER BODY THAN ABOVE AND LOCAL -----			
3	CONSTITUTION ALLOWS FOR WAIVER OR REDUCTION ⁴ -----			
	A. FOR ORGANIZATIONAL REASONS -----	1	106,060	37.1
	B. FOR REASONS OF AN INDIVIDUAL CHARACTER -----	1	7,619	2.6
4	CONSTITUTION ALLOWS MAXIMUM TO BE EXCEEDED ⁵ -----			
5	RANGE ⁶ -----			
	MINIMUM -----			
	LESS THAN \$2.50 -----	3	140,797	49.3
	\$2.50 TO \$5.00 -----			
	\$5.00 TO \$9.99 -----			
	\$10.00 TO \$24.99 -----	1	962	.3
	\$25.00 TO \$49.99 -----			
	\$50.00 TO \$99.99 -----			
	\$100.00 AND OVER -----			
	MAXIMUM -----			
	LESS THAN \$2.50 -----	2	34,737	12.1
	\$2.50 TO \$5.00 -----			
	\$5.00 TO \$9.99 -----	1	106,060	37.1
	\$10.00 TO \$24.99 -----	1	962	.3
	\$25.00 TO \$49.99 -----			
	\$50.00 TO \$99.99 -----			
	\$100.00 AND OVER -----			
	TOTAL	10	285,532	

Table 1:21 -- INITIATION FEES -- Unions up to 9,999 Members

		NO. OF UNIONS	NO. OF MEMBERS	% OF TOTAL MEMBERS
1	CONSTITUTION MAKES NO PROVISION ²	11	50,454	15.0
2	CONSTITUTION MAKES PROVISION	76	285,107	84.9
A.	STIPULATES EXACT AMOUNT	19	81,076	24.1
	1 SINGLE AMOUNT	13	56,321	16.7
	2 SEVERAL AMOUNTS ACCORDING TO TYPE OF MEMBER	3	11,930	3.5
	3 SEVERAL AMOUNTS ACCORDING TO INCOME	3	12,825	3.8
P.	LOCAL DETERMINES AMOUNT	50	178,061	53.0
	1 CONSTITUTION STIPULATES MINIMUM ONLY	16	46,148	13.7
	2 CONSTITUTION STIPULATES MAXIMUM ONLY	8	29,927	8.9
	3 CONSTITUTION STIPULATES MINIMUM AND MAXIMUM	15	59,222	17.6
	4 CONSTITUTION STIPULATES VARIOUS AMOUNTS ³	3	6,170	1.8
	5 CONSTITUTION DOES NOT STIPULATE ANY AMOUNT	8	36,594	10.9
C.	AMOUNT IS FIXED BY			
	1 CONVENTION	4	20,059	5.9
	2 GENERAL EXECUTIVE COUNCIL (OR EQUIVALENT)	3	5,911	1.7
	3 SOME OTHER BODY THAN ABOVE AND LOCAL			
3	CONSTITUTION ALLOWS FOR WAIVER OR REDUCTION ⁴			
4	CONSTITUTION FOR ORGANIZATIONAL REASONS	40	169,724	50.5
	B. FOR REASONS OF AN INDIVIDUAL CHARACTER	13	61,333	18.2
	CONSTITUTION ALLOWS MAXIMUM TO BE EXCEEDED ⁵	6	25,951	7.7
5	RANGE ⁶			
	MINIMUM			
	LESS THAN \$2.50	16	68,420	20.3
	\$2.50 TO \$5.00	2	3,755	1.1
	\$5.00 TO \$9.99	13	36,474	10.8
	\$10.00 TO \$24.99	8	37,821	11.2
	\$25.00 TO \$49.99	3	9,549	2.8
	\$50.00 TO \$99.99	2	17,569	5.2
	\$100.00 AND OVER	6	11,409	3.4
	MAXIMUM			
	LESS THAN \$2.50	5	29,127	8.6
	\$2.50 TO \$5.00			
	\$5.00 TO \$9.99	6	28,575	8.5
	\$10.00 TO \$24.99	7	12,093	3.6
	\$25.00 TO \$49.99	5	24,895	7.4
	\$50.00 TO \$99.99	6	30,112	8.9
	\$100.00 AND OVER	11	34,698	10.3
	TOTAL	87	335,561	

Table 1:22 -- INITIATION FEES ... Unions from 10,000 to 19,999 Members

		NO. OF UNIONS	NO. OF MEMBERS	% OF TOTAL ¹ MEMBERS
1	CONSTITUTION MAKES NO PROVISION ²	2	21,873	5.6
2	CONSTITUTION MAKES PROVISION -----	25	364,004	94.3
	A. STIPULATES EXACT AMOUNT -----	6	91,675	23.7
	1 SINGLE AMOUNT	6	91,675	23.7
	2 SEVERAL AMOUNTS ACCORDING TO TYPE OF MEMBER			
	3 SEVERAL AMOUNTS ACCORDING TO INCOME			
	B. LOCAL	19	272,329	70.5
	1 CONSTITUTION STIPULATES MINIMUM ONLY	1	10,454	2.7
	2 CONSTITUTION STIPULATES MAXIMUM ONLY	2	34,983	9.0
	3 CONSTITUTION STIPULATES MINIMUM AND MAXIMUM	11	147,718	38.2
	4 CONSTITUTION STIPULATES VARIOUS AMOUNTS ³	1	17,522	4.5
	5 CONSTITUTION DOES NOT STIPULATE ANY AMOUNT	4	61,652	15.9
	C. AMOUNT IS FIXED BY			
	1 CONVENTION -----			
	2 GENERAL EXECUTIVE COUNCIL (OR EQUIVALENT) -----			
	3 SOME OTHER BODY THAN ABOVE AND LOCAL -----			
3	CONSTITUTION ALLOWS FOR WAIVER OR REDUCTION ⁴	13	189,484	49.1
	A. FOR ORGANIZATIONAL REASONS	7	93,452	24.2
4	B. FOR REASONS OF AN INDIVIDUAL CHARACTER -----	5	65,278	16.9
	CONSTITUTION ALLOWS MAXIMUM TO BE EXCEEDED ⁵ -----			
5	RANGE ⁶			
	MINIMUM			
	LESS THAN \$2.50	7	100,284	25.9
	\$2.50 TO \$5.00	3	47,773	12.3
	\$5.00 TO \$9.99	2	22,293	5.7
	\$10.00 TO \$24.99	4	58,659	15.2
	\$25.00 TO \$49.99	1	12,449	3.2
	\$50.00 TO \$99.99			
	\$100.00 AND OVER -----	2	25,911	6.7
	MAXIMUM			
	LESS THAN \$2.50	2	35,081	9.0
	\$2.50 TO \$5.00			
	\$5.00 TO \$9.99	2	29,231	7.5
	\$10.00 TO \$24.99	5	66,867	17.3
	\$25.00 TO \$49.99	4	62,991	16.3
	\$50.00 TO \$99.99			
	\$100.00 AND OVER -----	6	80,206	20.7
	TOTAL	27	385,877	

Table 1:23 ... INITIATION FEES -- Unions from 20,000 to 29,999 Members

		NO. OF UNIONS	NO. OF MEMBERS	% OF TOTAL MEMBERS
1	CONSTITUTION MAKES NO PROVISION ²	2	51,677	17.8
2	CONSTITUTION MAKES PROVISION -----	10	237,849	82.1
	A. STIPULATES EXACT AMOUNT -----	3	72,118	24.9
	1 SINGLE AMOUNT -----	3	72,118	24.9
	2 SEVERAL AMOUNTS ACCORDING TO TYPE OF MEMBER			
	3 SEVERAL AMOUNTS ACCORDING TO INCOME			
	B. LOCAL -----	7	165,731	57.2
	1 CONSTITUTION STIPULATES MINIMUM ONLY	4	94,401	32.6
	2 CONSTITUTION STIPULATES MAXIMUM ONLY	1	20,000	6.9
	3 CONSTITUTION STIPULATES MINIMUM AND MAXIMUM	1	28,903	9.9
	4 CONSTITUTION STIPULATES VARIOUS AMOUNTS ³			
	5 CONSTITUTION DOES NOT STIPULATE ANY AMOUNT	1	22,427	7.7
	C. AMOUNT IS FIXED BY -----			
	1 CONVENTION -----			
	2 GENERAL EXECUTIVE COUNCIL (OR EQUIVALENT) -----			
	3 SOME OTHER BODY THAN ABOVE AND LOCAL -----			
3	CONSTITUTION ALLOWS FOR WAIVER OR REDUCTION ⁴			
	CONSTITUTION ALLOWS FOR ORGANIZATIONAL REASONS	6	144,853	50.0
	A. FOR REASONS OF AN INDIVIDUAL CHARACTER -----	2	49,901	17.2
4	CONSTITUTION ALLOWS MAXIMUM TO BE EXCEEDED ⁵ -----	2	45,000	15.5
5	RANGE ⁶			
	MINIMUM	4	97,718	33.7
	LESS THAN \$2.50			
	\$2.50 TO \$5.00			
	\$5.00 TO \$9.99	3	69,082	23.8
	\$10.00 TO \$24.99	1	28,622	9.8
	\$25.00 TO \$49.99			
	\$50.00 TO \$99.99			
	\$100.00 AND OVER -----			
	MAXIMUM	2	52,118	18.0
	LESS THAN \$2.50			
	\$2.50 TO \$5.00	2	40,000	13.8
	\$5.00 TO \$9.99			
	\$10.00 TO \$24.99			
	\$25.00 TO \$49.99			
	\$50.00 TO \$99.99	1	28,903	9.9
	\$100.00 AND OVER -----			
	TOTAL	12	289,526	

Table 1-24 -- INITIATION FEES -- Unions over 30,000 Members

		NO. OF UNIONS	NO. OF MEMBERS	% OF TOTAL MEMBERS
1	CONSTITUTION MAKES NO PROVISION ²	3	161,755	19.3
2	CONSTITUTION MAKES PROVISION -----	10	672,615	80.6
	A. STIPULATES EXACT AMOUNT -----	1	130,000	15.5
	1 SINGLE AMOUNT	1	130,000	15.5
	2 SEVERAL AMOUNTS ACCORDING TO TYPE OF MEMBER			
	3 SEVERAL AMOUNTS ACCORDING TO INCOME			
	B. LOCAL DETERMINES AMOUNT -----	9	542,615	65.0
	1 CONSTITUTION STIPULATES MINIMUM ONLY	4	203,491	24.3
	2 CONSTITUTION STIPULATES MAXIMUM ONLY			
	3 CONSTITUTION STIPULATES MINIMUM AND MAXIMUM	3	236,019	28.2
	4 CONSTITUTION STIPULATES VARIOUS AMOUNTS ³			
	5 CONSTITUTION DOES NOT STIPULATE ANY AMOUNT	2	103,105	12.3
	C. AMOUNT IS FIXED BY -----			
	1 CONVENTION -----			
	2 GENERAL EXECUTIVE COUNCIL (OR EQUIVALENT) -----			
	3 SOME OTHER BODY THAN ABOVE AND LOCAL -----			
3	CONSTITUTION ALLOWS FOR WAIVER OR REDUCTION ⁴			
	A. FOR ORGANIZATIONAL REASONS	5	382,030	45.7
	B. FOR REASONS OF AN INDIVIDUAL CHARACTER -----	3	207,220	24.8
4	CONSTITUTION ALLOWS MAXIMUM TO BE EXCEEDED ⁵ -----	1	77,261	9.2
5	RANGE ⁶			
	MINIMUM			
	LESS THAN \$2.50	2	145,234	17.4
	\$2.50 TO \$5.00			
	\$5.00 TO \$9.99	5	347,015	41.5
	\$10.00 TO \$24.99	1	77,261	9.2
	\$25.00 TO \$49.99			
	\$50.00 TO \$99.99			
	\$100.00 AND OVER -----			
	MAXIMUM			
	LESS THAN \$2.50			
	\$2.50 TO \$5.00	2	236,060	28.2
	\$5.00 TO \$9.99	1	90,785	10.8
	\$10.00 TO \$24.99	1	39,174	4.6
	\$25.00 TO \$49.99			
	\$50.00 TO \$99.99			
	\$100.00 AND OVER -----			
	TOTAL	13	834,370	

2. Monthly Dues

Of the 139 constitutions analyzed, 125 of them had provision for monthly dues, representing 93 per cent of the membership of the unions whose constitutions were analyzed. The largest proportion (97 unions, representing 76.1 per cent of the membership) allowed the local to determine the amount of dues. In 16 unions, representing 13.8 per cent of the membership, the constitution stipulated the exact amount which must be paid; and in 12, the amount was determined by either the convention, the general executive council or, as in the case of the Maintenance of Way Employees, the systems division. The unions in which the convention or the general executive council determined the amount of monthly dues were all unions with a membership of less than 10,000 in Canada, and represented only 1.9 per cent of the total membership.

There would appear to have been a greater degree of local autonomy in determining the amount of monthly dues than in determining initiation fees. Although the number of unions (and the membership of those unions), in which the constitution made provision for monthly dues was greater than the number which made provision for initiation fees, the number of unions (and membership) in which the locals determined the amount was higher than the similar figure for initiation fees; the number of unions (and membership) in which the constitution determined the amount, was less. Among those in which the locals determined the amount the higher figure (of unions, membership and percentage) for the less restraining conditions – the constitution stipulated the minimum only, or did not stipulate any amount – indicated also a greater degree of local autonomy in dues-fixing than in initiation-fee-fixing.

The number of unions, and the number of members they represented, whose constitution stipulated several amounts according to income, was greater in the case of monthly dues than it was for initiation fees. There were also more unions whose constitutions stipulated various minimums and maximums according either to type of member or income than there were for initiation fees. Among these unions were:

Actors' Equity – \$30 per annum for incomes up to \$2,500 plus \$10 for every \$2,500 or part thereof, up to a maximum of \$100 per annum;

The Association of Canadian Television & Radio Artists (ACTRA) – \$40 per annum for incomes up to \$1,000 per annum, \$50 up to \$4,000, \$80 up to \$10,000, \$150 up to \$15,000, \$200 above \$15,000;

United Glass and Ceramic Workers – 1 per cent of salary;

United Hatters' – locals could charge up to 3 per cent of earnings of male members and up to 2 per cent of earnings of females;

American Federation of Musicians – locals could charge up to 4 per cent of earnings;

Packinghouse Workers – minimum dues were based on the hourly rate;

Québec Government Employees – 1.3 per cent of the basic wage.

There were fewer unions (and fewer members in them) in which the constitution stipulated the maximum only or stipulated both minimum and maximum than there were for initiation fees; only 12 unions, representing 5.9 per cent of total membership, carried such clauses in their constitution.

The waiver or reduction for organizational reasons was less common than in the case of initiation fees. A waiver or reduction of dues for new locals was seldom stipulated, although organizing drives continued to be an important reason for such waiver or reduction. In some cases there would be a waiver or reduction until a contract was signed, or for members who were not under a contract of the union and probably under the contract of another union. In the case of the Saskatchewan Government Employees' Association, reduced dues were paid by associate members, i.e., among others, provincial government employees who did not qualify under the Trade Union Act of 1944. The United Fishermen and Allied Workers' Union allowed a reduction of dues when the fish catch was poor.

More unions, representing more members, allowed for waiver or reduction of monthly dues for reasons of an individual character than they did for initiation fees; 61 unions representing 48.2 per cent of total membership. These reasons included incapacity through sickness or accident, unemployment, retirement, and military service. In several cases, temporary unemployment was accepted as a reason for waiver or reduction of dues, e.g., the Auto Workers allowed dues exemption

for persons who had worked less than 40 hours in the month and not received any compensatory payment; variations on this clause, stipulating different numbers of hours or, perhaps stipulating days per month, were found in several other constitutions. The Upholsterers' International allowed reduction of dues for aged members and others unfit to earn the standard rate of wages. The United Mine Workers allowed a reduction for members on educational leave; the Seafarers' International for members suffering from an incapacity as a result of union work; the Teamsters allowed their locals to waive dues in the case of shop stewards.

There were fewer unions which allowed the maximum dues to be exceeded than there were in the case of initiation fees, but the membership of these unions was higher. As in the case of initiation fees, the reasons for allowing the maximum to be exceeded were not always clearly stated. In the case of the Steelworkers, they could be increased for the month in which negotiations, involving a substantial part of the membership, reopened until and including the second month following a settlement. In the case of Actors' Equity, aliens⁴ paid 5 per cent of their earnings, which was higher than the ordinary membership dues.

Chart II⁵ shows graphically the percentage of total membership in unions whose constitution stipulated minimum monthly dues within the ranges indicated, comparing the percentage for all unions with those for international, all-Canadian and provincial unions. On the extreme right are bars indicating the percentage of members in unions in which no minimum dues were stipulated; these figures are derived by subtracting the totals of the other figures from 100.

It will be seen that for all unions the majority of members were in unions which stipulated minimum monthly dues within the range of \$2.00 and \$5.99, only very small percentages being outside this range. The highest percentage is for unions in the range of \$4.00 to \$4.99. The highest percentage for international unions is in the range \$4.00 to \$4.99, whereas the all-Canadian had the highest percentage in the range \$2.00 to \$2.99, and the small percentage of members in provincial unions which did stipulate minimum monthly dues were almost equally divided between the two ranges \$3.00-3.99 and \$5.00-5.99. No unions stipulated a minimum of above \$10 and only two, which were all-Canadian, stipulated minimums of above \$7.50. This amount (\$10) would not be exceeded by those paying a percentage of salary, with the possible exception of alien members of Actors' Equity.

Of the small number of unions in which a maximum was stipulated the majority established a maximum of between \$5 and \$6. (It should be remembered that the figures for item 2A1, in which the constitution stipulated a single amount are included in both the minimum and maximum ranges.)

Because of the prevalence of fixing minimum dues only, thus leaving a great deal of discretion to the locals, it is difficult to single out those unions with the highest and lowest monthly dues.

Ten unions had minimum monthly dues of \$5 or over; these were: Auto Workers \$5; Firemen and Oilers \$5; Sheet Metal Workers \$5; Canadian Airline Employees \$5; Commerce and Office Employees \$5; Moulders \$5 (\$7 max.); Mineworkers \$5.25; Railway Clerks \$5.50; Stoneworkers \$6; Teamsters \$6.

Four had fixed monthly dues of \$5 or over: Steelworkers \$5; Canadian Maritime Union \$5; Canadian Marine Officers \$8.33 (\$100 per annum); Seafarers \$8.

Seven had maximum monthly dues of \$5 or less: Industrial Mechanical Workers \$5; District 50 \$5; Hotel and Restaurant Workers \$5 (\$3.50 min.); United Textile Workers \$5 (\$4 min.); United Fishermen \$4.50 (\$3.50 min.); United Shoe Workers \$4.30 (\$3.25 min.); Canadian Textile Council \$3.

Four had fixed monthly dues of less than \$5: Northern Electric Employees \$2.15; Traffic Employees \$2; Canadian Telephone Employees \$1.25; B.C. Peace Officers \$0.35.

⁴ An alien is "a non-immigrant alien pursuant to the Immigration Laws of the United States". The constitution is silent on the application of this rule in Canada, although Canadian citizens would be considered as "alien residents" in the United States, and pay the same dues as ordinary members.

⁵ See Appendix B, p. 191.

In the absence of a survey of the dues-fixing behaviour of the locals, no definite conclusions can be drawn from these figures. The dues paid by members of the Steelworkers and the Canadian Maritime Unions would be generally less than by members of those unions in the first list and more than by those in the third and fourth lists. But whether the average dues of the Auto Workers, for instance, were higher than those of the Canadian Marine Officers and Seafarers cannot be deduced from the above information.

As in the case of initiation fees, the international unions and AFL-CIO/CLC affiliates had higher percentages of their members in unions whose constitution made provision for monthly dues than did the other categories. However, the percentages of the membership of the all-Canadian and provincial unions, as well as the CLC-only and CNTU affiliates, in unions which made provision for monthly dues were appreciably higher than the similar figures for initiation fees. In the case of the independent unions, the percentages for monthly dues and initiation fees were identical. All the unions in the trade sector, and all but one each in construction, transportation and service sectors (representing respectively, 99.1 per cent 98.3 per cent and 98.0 per cent of their respective total membership) made provision in their constitutions for monthly dues; in both public administration and manufacturing, the percentages were slightly below 90 per cent.

The percentage of members in unions whose constitution allowed the local to determine the monthly dues was highest for the international unions, and lowest for the provincial; highest for the CLC-only affiliates and lowest for the CNTU affiliates; highest among the construction unions, followed by those in the service sector, and lowest among manufacturing unions.

Provincial unions, independent unions, and unions in manufacturing had the highest percentage of members in unions whose constitution stipulated the exact amount of monthly dues.

The provincial unions, CLC-only affiliates, and unions in public administration had the highest percentage of members in unions in which the constitution did not place limits on the dues-fixing power of the locals. The all-Canadian unions, independent unions, and unions in public administration (accounted for by one large union) had the highest percentage of membership in unions which made provisions for a waiver or reduction for reasons of an organizational character. International unions, AFL-CIO/CLC affiliates, and unions in manufacturing had the highest percentage of members in unions which allowed for waiver or reduction for reasons of an individual character, and for the maximum to be exceeded.

Monthly Dues. — Tables Omitted

(a) Table 2:10. Unions in Agriculture

Table 2:12. Unions in Fishing and Trapping

Table 2:18. Unions in Finance, Insurance and Real Estate

} There were no unions in
these categories.

- (b) Table 2:07. AFL-CIO-Only Affiliates. There were two unions with 14,400 members in this category. In both constitutions, the exact amount was stipulated which fell between \$5.00 and \$9.99. In both unions, there was provision for waiver or reduction of dues for both organizational reasons and for reasons of an individual character.
- (c) Table 2:11. Unions in Forestry. There were two unions in this category. One with 11,173 members representing 18.6 per cent of the total, made no provision. The other, with 48,576 members representing 81.3 per cent of the total members, allowed the local to determine the monthly dues, subject to a maximum only which fell between \$2.50 and \$4.99; the constitution allowed for a waiver or reduction for organizational reasons only and for the maximum to be exceeded.
- (d) Table 2:13. Unions in Mines, Quarries and Oil Wells. There were two unions in this category, representing 22,150 members, in both of which the local determined the amount of monthly dues. In one of them with 9,150 members, representing 41.3 per cent of the total, the constitution stipulated the minimum only, which fell between \$5.00 and \$9.99. In the other, representing 30,000 members and 58.6 per cent of the total, the constitution stipulated a minimum between \$5.00 and \$9.99 and the maximum between \$10.00 and \$24.99. In both cases the constitution allowed for a waiver or reduction of dues for both organizational reasons and reasons of an individual character.

For footnotes to tables, see pp. 182-4.

Table 2-01 — MONTHLY DUES — All Unions

		NO. OF UNIONS	NO. OF MEMBERS	% OF TOTAL ¹ MEMBERS
1	CONSTITUTION MAKES NO PROVISION ²	14	128,286	6.9
2	CONSTITUTION MAKES PROVISION	125	1,717,048	93.0
A.	STIPULATES EXACT AMOUNT	16	254,743	13.8
	1 SINGLE AMOUNT	8	177,678	9.6
	2 SEVERAL AMOUNTS ACCORDING TO TYPE OF MEMBER	1	9,473	.5
	3 SEVERAL AMOUNTS ACCORDING TO INCOME	7	67,592	3.6
B.	LOCAL DETERMINES AMOUNT	97	1,405,806	76.1
	1 CONSTITUTION STIPULATES MINIMUM ONLY	52	923,575	50.0
	2 CONSTITUTION STIPULATES MINIMUM AND MAXIMUM	4	33,207	1.7
	3 CONSTITUTION STIPULATES MINIMUM AND MAXIMUM	8	78,637	4.2
	4 CONSTITUTION STIPULATES VARIOUS AMOUNTS ³	9	127,863	6.9
	5 CONSTITUTION DOES NOT STIPULATE ANY AMOUNT	24	242,524	13.1
C.	AMOUNT IS FIXED BY			
	1 CONVENTION	9	31,528	1.7
	2 GENERAL EXECUTIVE COUNCIL (OR EQUIVALENT)	2	4,971	.2
	3 SOME OTHER BODY THAN ABOVE AND LOCAL ⁴	1	20,000	1.0
3	CONSTITUTION ALLOWS FOR WAIVER OR REDUCTION ⁴			
A.	FOR ORGANIZATIONAL REASONS	35	531,605	28.8
B.	FOR REASONS OF AN INDIVIDUAL CHARACTER	61	889,817	48.2
4	CONSTITUTION ALLOWS MAXIMUM TO BE EXCEEDED ⁵	7	240,532	13.0
5	RANGE ⁶			
	MINIMUM	3	6,249	.33
	LESS THAN \$1.00	3	38,237	2.07
	\$1.00 TO \$1.99	16	281,797	15.27
	\$2.00 TO \$2.99	26	305,231	16.54
	\$3.00 TO \$3.99	21	395,422	21.42
	\$4.00 TO \$4.99	10	279,974	15.17
	\$5.00 TO \$5.99	2	54,925	2.97
	\$6.00 TO \$6.99	0	0	.00
	\$7.00 TO \$7.49	2	14,400	.78
	\$7.50 AND OVER			
	MAXIMUM			
	LESS THAN \$1.00	1	962	.05
	\$1.00 TO \$1.99	1	16,883	.91
	\$2.00 TO \$2.99	2	14,833	.80
	\$3.00 TO \$3.99	1	1,250	.06
	\$4.00 TO \$4.99	2	10,590	.57
	\$5.00 TO \$5.99	8	192,491	10.43
	\$6.00 TO \$6.99	0	0	.00
	\$7.00 TO \$7.49	2	16,103	.87
	\$7.50 AND OVER	5	32,943	1.78
	TOTAL	139	1,845,334	

Table 2-02 - MONTHLY DUES - International Unions

		NO. OF UNIONS	NO. OF MEMBERS	% OF TOTAL MEMBERS
1	CONSTITUTION MAKES NO PROVISION ²	2	11,077	.8
2	CONSTITUTION MAKES PROVISION	85	1,244,435	99.1
	A. STIPULATES EXACT AMOUNT	4	163,565	13.0
	1 SINGLE AMOUNT	1	130,000	10.3
	2 SEVERAL AMOUNTS ACCORDING TO TYPE OF MEMBER			
	3 SEVERAL AMOUNTS ACCORDING TO INCOME	3	33,565	2.6
	R. LOCAL DETERMINES AMOUNT	78	1,052,259	83.8
	1 CONSTITUTION STIPULATES MINIMUM ONLY	43	746,910	59.4
	2 CONSTITUTION STIPULATES MAXIMUM ONLY	2	31,017	2.4
	3 CONSTITUTION STIPULATES MINIMUM AND MAXIMUM	8	78,637	6.2
	4 CONSTITUTION STIPULATES VARIOUS AMOUNTS ³	8	92,948	7.4
	5 CONSTITUTION DOES NOT STIPULATE ANY AMOUNT	17	102,747	8.1
	C. AMOUNT IS FIXED BY			
	1 CONVENTION	2	8,611	.6
	2 GENERAL EXECUTIVE COUNCIL (OR EQUIVALENT)			
	3 SOME OTHER BODY THAN ABOVE AND LOCAL	1	20,000	1.5
3	CONSTITUTION ALLOWS FOR WAIVER OR REDUCTION ⁴			
	A. FOR ORGANIZATIONAL REASONS	23	347,956	27.7
	B. FOR REASONS OF AN INDIVIDUAL CHARACTER	43	687,634	54.7
4	CONSTITUTION ALLOWS MAXIMUM TO BE EXCEEDED ⁵	6	231,059	18.4
5	RANGE ⁶			
	MINIMUM			
	LESS THAN \$1.00	1	4,767	.37
	\$1.00 TO \$1.99	1	20,699	1.64
	\$2.00 TO \$2.99	11	122,169	9.73
	\$3.00 TO \$3.99	23	292,105	23.26
	\$4.00 TO \$4.99	18	338,852	26.98
	\$5.00 TO \$5.99	7	269,178	21.43
	\$6.00 TO \$6.99	2	54,925	4.37
	\$7.00 TO \$7.49	0	0	.00
	\$7.50 AND OVER	0	0	.00
	MAXIMUM			
	LESS THAN \$1.00	0	0	.00
	\$1.00 TO \$1.99	0	0	.00
	\$2.00 TO \$2.99	0	0	.00
	\$3.00 TO \$3.99	0	0	.00
	\$4.00 TO \$4.99	1	1,117	.08
	\$5.00 TO \$5.99	6	190,951	15.20
	\$6.00 TO \$6.99	0	0	.00
	\$7.00 TO \$7.49	2	16,103	1.28
	\$7.50 AND OVER	2	15,330	1.22
	TOTAL			

Table 2:03 - MONTHLY DUES - All-Canadian Unions

		NO. OF UNIONS	NO. OF MEMBERS	% OF TOTAL MEMBERS
I	CONSTITUTION MAKES NC PROVISION ²	4	47,985	11.7
2	CONSTITUTION MAKES PROVISION -----	23	359,371	88.2
A.	STIPULATES EXACT AMOUNT -----	9	53,625	13.1
	1 SINGLE AMOUNT -----	6	46,716	11.4
	2 SEVERAL AMOUNTS ACCORDING TO TYPE OF MEMBER -----	3	6,909	1.6
B.	LOCAL DETERMINES AMOUNT -----	10	298,390	73.2
	1 CONSTITUTION STIPULATES MINIMUM ONLY -----	6	166,890	40.9
	2 CONSTITUTION STIPULATES MAXIMUM ONLY -----	1	1,250	.3
	3 CONSTITUTION STIPULATES MINIMUM AND MAXIMUM -----	1	34,915	8.5
	4 CONSTITUTION STIPULATES VARIOUS AMOUNTS ³ -----	2	95,335	23.4
	5 CONSTITUTION DOES NOT STIPULATE ANY AMOUNT -----			
C.	AMOUNT IS FIXED BY -----	4	7,356	1.8
	1 CONVENTION -----			
	2 GENERAL EXECUTIVE COUNCIL (OR EQUIVALENT) -----			
	3 SOME OTHER BODY THAN ABOVE AND LOCAL -----			
3	CONSTITUTION ALLOWS FOR WAIVER OR REDUCTION ⁴ -----	8	165,006	40.5
	A. FOR ORGANIZATIONAL REASONS -----	11	178,875	43.9
	B. FOR REASONS OF AN INDIVIDUAL CHARACTER -----			
4	CONSTITUTION ALLOWS MAXIMUM TO BE EXCEEDED ⁵ -----			
5	RANGE ⁶			
	MINIMUM	0	0	.00
	LESS THAN \$1.00	1	16,893	4.14
	\$1.00 TO \$1.99	5	159,628	39.18
	\$2.00 TO \$2.99	2	3,653	.89
	\$3.00 TO \$3.99	3	56,570	13.88
	\$4.00 TO \$4.99	2	2,196	.53
	\$5.00 TO \$5.99	0	0	.00
	\$6.00 TO \$6.99	0	0	.00
	\$7.00 TO \$7.49	0	0	.00
	\$7.50 AND OVER	2	14,400	3.53
	MAXIMUM	0	0	.00
	LESS THAN \$1.00	1	16,883	4.14
	\$1.00 TO \$1.99	2	14,833	3.64
	\$2.00 TO \$2.99	1	1,250	.30
	\$3.00 TO \$3.99	0	0	.00
	\$4.00 TO \$4.99	1	600	.14
	\$5.00 TO \$5.99	0	0	.00
	\$6.00 TO \$6.99	0	0	.00
	\$7.00 TO \$7.49	0	0	.00
	\$7.50 AND OVER	3	17,613	4.32
	TOTAL	27	407,356	

Table 2:04 - MONTHLY DUES - Provincial Unions

		NO. OF UNIONS	NO. OF MEMBERS	% OF TOTAL MEMBERS
1	CONSTITUTION MAKES NO PROVISION ²	8	69,224	37.9
2	CONSTITUTION MAKES PROVISION	17	113,242	62.0
	A. STIPULATES EXACT AMOUNT	3	37,553	20.5
	1 SINGLE AMOUNT	1	962	.5
	2 SEVERAL AMOUNTS ACCORDING TO TYPE OF MEMBER	1	9,473	5.1
	3 SEVERAL AMOUNTS ACCORDING TO INCOME	1	27,118	14.8
	B. LOCAL DETERMINES AMOUNT	9	55,157	30.2
	1 CONSTITUTION STIPULATES MINIMUM ONLY	3	9,775	5.3
	2 CONSTITUTION STIPULATES MAXIMUM ONLY	1	940	.5
	3 CONSTITUTION STIPULATES MINIMUM AND MAXIMUM			
	4 CONSTITUTION STIPULATES VARIOUS AMOUNTS ³			
	5 CONSTITUTION DOES NOT STIPULATE ANY AMOUNT			
	C. AMOUNT IS FIXED BY	5	44,442	24.3
	1 CONVENTION	3	15,561	8.5
	2 GENERAL EXECUTIVE COUNCIL (OR EQUIVALENT)	2	4,971	2.7
	3 SOME OTHER BODY THAN ABOVE AND LOCAL			
3	CONSTITUTION ALLOWS FOR WAIVER OR REDUCTION ⁴	4	18,643	10.2
	A. FOR ORGANIZATIONAL REASONS	7	23,308	12.7
4	B. FOR REASONS OF AN INDIVIDUAL CHARACTER	1	9,473	5.1
	CONSTITUTION ALLOWS MAXIMUM TO BE EXCEEDED ⁵			
5	RANGE ⁶			
	MINIMUM	2	1,482	.81
	LESS THAN \$1.00	1	655	.35
	\$1.00 TO \$1.99	0	0	.00
	\$2.00 TO \$2.99	1	9,473	5.19
	\$3.00 TO \$3.99	0	0	.00
	\$4.00 TO \$4.99	1	8,600	4.71
	\$5.00 TO \$5.99	0	0	.00
	\$6.00 TO \$6.99	0	0	.00
	\$7.00 TO \$7.49	0	0	.00
	\$7.50 AND OVER	0	0	.00
	MAXIMUM	1	962	.52
	LESS THAN \$1.00	0	0	.00
	\$1.00 TO \$1.99	0	0	.00
	\$2.00 TO \$2.99	0	0	.00
	\$3.00 TO \$3.99	0	0	.00
	\$4.00 TO \$4.99	1	9,473	5.19
	\$5.00 TO \$5.99	1	940	.51
	\$6.00 TO \$6.99	0	0	.00
	\$7.00 TO \$7.49	0	0	.00
	\$7.50 AND OVER	0	0	.00
	TOTAL	25	182,466	

Table 2:05 - MONTHLY DUES - AFL-CIO/CLC Affiliates

	NO. OF UNIONS	NO. OF MEMBERS	% OF TOTAL MEMBERS
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Table 2:06 - MONTHLY DUES - CLC-only Affiliates

		NO. OF UNIONS	NO. OF MEMBERS	% OF TOTAL MEMBERS
1	CONSTITUTION MAKES NO PROVISION ²	3	11,031	3.5
2	CONSTITUTION MAKES PROVISION -----	19	301,495	96.4
	A. STIPULATES EXACT AMOUNT -----	3	5,913	1.8
	1 SINGLE AMOUNT -----	1	600	.1
	2 SEVERAL AMOUNTS ACCORDING TO TYPE OF MEMBER			
	3 SEVERAL AMOUNTS ACCORDING TO INCOME -----	2	5,313	1.7
	B. LOCAL DETERMINES AMOUNT -----	11	276,794	88.5
	1 CONSTITUTION STIPULATES MINIMUM ONLY	6	141,497	45.2
	2 CONSTITUTION STIPULATES MAXIMUM ONLY			
	3 CONSTITUTION STIPULATES MINIMUM AND MAXIMUM			
	4 CONSTITUTION STIPULATES VARIOUS AMOUNTS ³			
	5 CONSTITUTION DOES NOT STIPULATE ANY AMOUNT			
	C. AMOUNT IS FIXED BY -----	1	34,915	11.1
	1 CONVENTION -----	4	100,382	32.1
	2 GENERAL EXECUTIVE COUNCIL (OR EQUIVALENT) -----	4	13,888	4.4
	3 SOME OTHER BODY THAN ABOVE AND LOCAL -----	1	4,900	1.5
3	CONSTITUTION ALLOWS FOR WAIVER OR REDUCTION ⁴			
	A. FOR ORGANIZATIONAL REASONS	5	149,356	47.7
4	B. FOR REASONS OF AN INDIVIDUAL CHARACTER -----	7	164,561	52.6
	CONSTITUTION ALLOWS MAXIMUM TO BE EXCEEDED ⁵ -----			
5	RANGE ⁶			
	MINIMUM	0	0	.00
	LESS THAN \$1.00	0	0	.00
	\$1.00 TO \$1.99	3	117,085	37.46
	\$2.00 TO \$2.99	2	5,970	1.91
	\$3.00 TO \$3.99	3	56,570	18.10
	\$4.00 TO \$4.99	1	600	.19
	\$5.00 TO \$5.99	0	0	.00
	\$6.00 TO \$6.99	0	0	.00
	\$7.00 TO \$7.49	0	0	.00
	\$7.50 AND OVER	0	0	.00
	MAXIMUM			
	LESS THAN \$1.00	0	0	.00
	\$1.00 TO \$1.99	0	0	.00
	\$2.00 TO \$2.99	0	0	.00
	\$3.00 TO \$3.99	0	0	.00
	\$4.00 TO \$4.99	0	0	.00
	\$5.00 TO \$5.99	1	600	.19
	\$6.00 TO \$6.99	0	0	.00
	\$7.00 TO \$7.49	0	0	.00
	\$7.50 AND OVER	1	3,213	1.02
	TOTAL	22	312,526	

Table 2:08 — MONTHLY DUES — CNTU Affiliates

		NO. OF UNIONS	NO. OF MEMBERS	% OF TOTAL MEMBERS
1	CONSTITUTION MAKES NO PROVISION ²	6	80,500	42.2
2	CONSTITUTION MAKES PROVISION	5	110,039	57.7
A.	STIPULATES EXACT AMOUNT	1	27,118	14.2
	1 SINGLE AMOUNT			
	2 SEVERAL AMOUNTS ACCORDING TO TYPE OF MEMBER			
	3 SEVERAL AMOUNTS ACCORDING TO INCOME			
B.	LOCAL DETERMINES AMOUNT	1	27,118	14.2
	1 CONSTITUTION STIPULATES MINIMUM ONLY	4	82,921	43.5
	2 CONSTITUTION STIPULATES MAXIMUM ONLY	2	44,935	23.5
	3 CONSTITUTION STIPULATES MINIMUM AND MAXIMUM			
	4 CONSTITUTION STIPULATES VARIOUS AMOUNTS ³			
	5 CONSTITUTION DOES NOT STIPULATE ANY AMOUNT			
C.	AMOUNT IS FIXED BY	2	37,986	19.9
	1 CONVENTION			
	2 GENERAL EXECUTIVE COUNCIL (OR EQUIVALENT)			
	3 SOME OTHER BODY THAN ABOVE AND LOCAL			
3	CONSTITUTION ALLOWS FOR WAIVER OR REDUCTION ⁴	1	8,444	4.4
4	CONSTITUTION ALLOWS FOR ORGANIZATIONAL REASONS			
5	CONSTITUTION ALLOWS FOR REASONS OF AN INDIVIDUAL CHARACTER			
	CONSTITUTION ALLOWS MAXIMUM TO BE EXCEEDED ⁵			
	RANGE ⁶			
	MINIMUM			
	LESS THAN \$1.00	0	0	.00
	\$1.00 TO \$1.99	0	0	.00
	\$2.00 TO \$2.99	1	36,335	19.06
	\$3.00 TO \$3.99	0	0	.00
	\$4.00 TO \$4.99	0	0	.00
	\$5.00 TO \$5.99	1	8,600	4.51
	\$6.00 TO \$6.99	0	0	.00
	\$7.00 TO \$7.49	0	0	.00
	\$7.50 AND OVER	0	0	.00
	MAXIMUM			
	LESS THAN \$1.00	0	0	.00
	\$1.00 TO \$1.99	0	0	.00
	\$2.00 TO \$2.99	0	0	.00
	\$3.00 TO \$3.99	0	0	.00
	\$4.00 TO \$4.99	0	0	.00
	\$5.00 TO \$5.99	0	0	.00
	\$6.00 TO \$6.99	0	0	.00
	\$7.00 TO \$7.49	0	0	.00
	\$7.50 AND OVER	0	0	.00
	TOTAL	11	190,539	

Table 2:09 -- MONTHLY DUES -- Independent Unions

		NO. OF UNIONS	NO. OF MEMBERS	% OF TOTAL MEMBERS
1	CONSTITUTION MAKES NO PROVISION ²	3	25,678	12.2
2	CONSTITUTION MAKES PROVISION	24	183,762	87.7
A.	STIPULATES EXACT AMOUNT	6	43,747	20.8
	1 SINGLE AMOUNT	4	32,678	15.6
	2 SEVERAL AMOUNTS ACCORDING TO TYPE OF MEMBER	1	9,473	4.5
	3 SEVERAL AMOUNTS ACCORDING TO INCOME	1	1,596	.7
B.	LOCAL DETERMINES AMOUNT	14	130,915	62.5
	1 CONSTITUTION STIPULATES MINIMUM ONLY	6	90,321	43.1
	2 CONSTITUTION STIPULATES MAXIMUM ONLY	3	14,724	7.0
	3 CONSTITUTION STIPULATES MINIMUM AND MAXIMUM	1	13,000	6.2
	4 CONSTITUTION STIPULATES VARIOUS AMOUNTS ³			
	5 CONSTITUTION DOES NOT STIPULATE ANY AMOUNT	4	12,870	6.1
C.	AMOUNT IS FIXED BY			
	1 CONVENTION	3	9,029	4.3
	2 GENERAL EXECUTIVE COUNCIL (OR EQUIVALENT)	1	71	
	3 SOME OTHER BODY THAN ABOVE AND LOCAL			
3	CONSTITUTION ALLOWS FOR WAIVER OR REDUCTION ⁴			
A.	FOR ORGANIZATIONAL REASONS	9	125,689	60.0
B.	FOR REASONS OF AN INDIVIDUAL CHARACTER	13	82,807	39.5
4	CONSTITUTION ALLOWS MAXIMUM TO BE EXCEEDED ⁵	2	22,007	10.5
5	RANGE ⁶			
	MINIMUM			
	LESS THAN \$1.00	2	1,482	.70
	\$1.00 TO \$1.99	2	17,538	8.37
	\$2.00 TO \$2.99	3	27,833	13.28
	\$3.00 TO \$3.99	2	9,913	4.73
	\$4.00 TO \$4.99	1	24,901	11.88
	\$5.00 TO \$5.99	2	10,746	5.13
	\$6.00 TO \$6.99	1	54,655	26.09
	\$7.00 TO \$7.49	0	0	.00
	\$7.50 AND OVER	0	0	.00
	MAXIMUM			
	LESS THAN \$1.00	1	962	.45
	\$1.00 TO \$1.99	1	16,883	8.06
	\$2.00 TO \$2.99	2	14,833	7.08
	\$3.00 TO \$3.99	1	1,250	.59
	\$4.00 TO \$4.99	1	9,473	4.52
	\$5.00 TO \$5.99	2	13,474	6.43
	\$6.00 TO \$6.99	0	0	.00
	\$7.00 TO \$7.49	0	0	.00
	\$7.50 AND OVER	1	13,000	6.20
	TOTAL	27	209,440	

Table 2.14 — MONTHLY DUES — Unions in Manufacturing

		NO. OF UNIONS	NO. OF ¹ MEMBERS	% OF TOTAL ¹ MEMBERS
1	CONSTITUTION MAKES NC PROVISION ²	7	78,044	10.7
2	CONSTITUTION MAKES PROVISION	52	650,491	89.2
	A. STIPULATES EXACT AMOUNT	5	179,208	24.5
	1 SINGLE AMOUNT	2	138,500	19.0
	2 SEVERAL AMOUNTS ACCORDING TO TYPE OF MEMBER	1	9,473	1.3
	3 SEVERAL AMOUNTS ACCORDING TO INCOME	2	31,235	4.2
	B. LOCAL DETERMINES AMOUNT	46	471,212	64.6
	1 CONSTITUTION STIPULATES MINIMUM ONLY	27	348,660	47.8
	2 CONSTITUTION STIPULATES MAXIMUM ONLY	3	14,724	2.0
	3 CONSTITUTION STIPULATES MINIMUM AND MAXIMUM	6	47,651	6.5
	4 CONSTITUTION STIPULATES VARIOUS AMOUNTS ³	3	9,547	1.3
	5 CONSTITUTION DOES NOT STIPULATE ANY AMOUNT	7	50,630	6.9
	C. AMOUNT IS FIXED BY			
	1 CONVENTION	1	71	—
	2 GENERAL EXECUTIVE COUNCIL (OR EQUIVALENT)			
	3 SOME OTHER BODY THAN ABOVE AND LOCAL			
3	CONSTITUTION ALLOWS FOR WAIVER OR REDUCTION ⁴	17	176,195	24.1
	A. FOR ORGANIZATIONAL REASONS	30	504,079	69.1
	B. FOR REASONS OF AN INDIVIDUAL CHARACTER	6	191,956	26.3
	CONSTITUTION ALLOWS MAXIMUM TO BE EXCEEDED ⁵			
4	RANGE ⁶			
	MINIMUM	1	520	.07
	LESS THAN \$1.00	1	655	.08
	\$1.00 TO \$1.99	6	26,043	3.57
	\$2.00 TO \$2.99	13	126,293	17.33
	\$3.00 TO \$3.99	14	196,992	27.03
	\$4.00 TO \$4.99	3	227,222	31.18
	\$5.00 TO \$5.99	1	270	.03
	\$6.00 TO \$6.99	0	0	.00
	\$7.00 TO \$7.49	0	0	.00
	\$7.50 AND OVER	0	0	.00
	MAXIMUM	0	0	.00
	LESS THAN \$1.00	0	0	.00
	\$1.00 TO \$1.99	0	0	.00
	\$2.00 TO \$2.99	1	8,500	1.16
	\$3.00 TO \$3.99	1	1,250	.17
	\$4.00 TO \$4.99	2	10,590	1.45
	\$5.00 TO \$5.99	6	173,905	23.87
	\$6.00 TO \$6.99	0	0	.00
	\$7.00 TO \$7.49	2	16,103	2.21
	\$7.50 AND OVER	0	0	.00
	TOTAL	59	728,535	

Table 2:15 — MONTHLY DUES — Unions in Construction

		NO. OF UNIONS	NO. OF 1 MEMBERS	% OF TOTAL ¹ MEMBERS
1	CONSTITUTION MAKES NC PROVISION ²	1	1,948	.8
2	CONSTITUTION MAKES PROVISION -----	13	232,633	99.1
	A. STIPULATES EXACT AMOUNT -----			
	1 SINGLE AMOUNT			
	2 SEVERAL AMOUNTS ACCORDING TO TYPE OF MEMBER			
	3 SEVERAL AMOUNTS ACCORDING TO INCOME			
8.	LOCAL -----	12	232,358	99.0
	1 CONSTITUTION STIPULATES MINIMUM ONLY	5	167,414	71.3
	2 CONSTITUTION STIPULATES MAXIMUM ONLY			
	3 CONSTITUTION STIPULATES MINIMUM AND MAXIMUM			
	4 CONSTITUTION STIPULATES VARIOUS AMOUNTS ³	1	10,454	4.4
	5 CONSTITUTION DOES NOT STIPULATE ANY AMOUNT	6	54,490	23.2
	C. AMOUNT IS FIXED BY -----			
	1 CONVENTION -----	1	275	.1
	2 GENERAL EXECUTIVE COUNCIL (OR EQUIVALENT) -----			
	3 SCME OTHER BODY THAN ABOVE AND LOCAL -----			
3	CONSTITUTION ALLOWS FOR WAIVER OR REDUCTION ⁴			
	A. FOR ORGANIZATIONAL REASONS	1	12,449	5.3
	B. FOR REASONS OF AN INDIVIDUAL CHARACTER -----	6	69,905	29.7
4	CONSTITUTION ALLOWS MAXIMUM TO BE EXCEEDED ⁵ -----			
5	RANGE ⁶			
	MINIMUM	0	0	.00
	LESS THAN \$1.00	0	0	.00
	\$1.00 TO \$1.99	1	10,454	4.45
	\$2.00 TO \$2.99	2	48,801	20.80
	\$3.00 TO \$3.99	2	106,164	45.25
	\$4.00 TO \$4.99	1	12,449	5.30
	\$5.00 TO \$5.99	0	0	.00
	\$6.00 TO \$6.99	0	0	.00
	\$7.00 TO \$7.49	0	0	.00
	\$7.50 AND OVER	0	0	.00
	MAXIMUM			
	LESS THAN \$1.00	0	0	.00
	\$1.00 TO \$1.99	0	0	.00
	\$2.00 TO \$2.99	0	0	.00
	\$3.00 TO \$3.99	0	0	.00
	\$4.00 TO \$4.99	0	0	.00
	\$5.00 TO \$5.99	0	0	.00
	\$6.00 TO \$6.99	0	0	.00
	\$7.00 TO \$7.49	0	0	.00
	\$7.50 AND OVER	0	0	.00
	TOTAL	14	234,581	

Table 2:16 — MONTHLY DUES — Unions in Transport, Communications, and other Utilities

		NO. OF UNIONS	NO. OF ¹ MEMBERS	% OF TOTAL ¹ MEMBERS
1	CONSTITUTION MAKES NC PROVISION ²	1	5,931	1.6
2	CONSTITUTION MAKES PROVISION	37	356,158	98.3
3	A. STIPULATES EXACT AMOUNT	8	45,125	12.4
4	1 SINGLE AMOUNT	5	38,216	10.5
5	2 SEVERAL AMOUNTS ACCORDING TO TYPE OF MEMBER	3	6,909	1.9
6	3 SEVERAL AMOUNTS ACCORDING TO INCOME	23	275,971	76.2
7	B. LOCAL	9	137,621	38.0
8	1 CONSTITUTION STIPULATES MINIMUM ONLY	5	107,862	29.7
9	2 CONSTITUTION STIPULATES MAXIMUM ONLY	9	30,488	8.4
10	3 CONSTITUTION STIPULATES MINIMUM AND MAXIMUM	5	15,062	4.1
11	4 CONSTITUTION STIPULATES VARIOUS AMOUNTS ³	1	20,000	5.5
12	5 CONSTITUTION DOES NOT STIPULATE ANY AMOUNT	11	130,015	35.9
13	C. AMOUNT IS FIXED BY	15	128,504	35.4
14	1 CONVENTION	1	4,767	1.31
15	2 GENERAL EXECUTIVE COUNCIL (OR EQUIVALENT)	2	37,582	10.37
16	3 SOME OTHER BODY THAN ABOVE AND LOCAL	3	67,237	18.56
17	CONSTITUTION ALLOWS FOR WAIVER OR REDUCTION ⁴	6	40,928	11.30
18	A. FOR ORGANIZATIONAL REASONS	4	74,092	20.46
19	B. FOR REASONS OF AN INDIVIDUAL CHARACTER	4	22,553	6.22
20	CONSTITUTION ALLOWS MAXIMUM TO BE EXCEEDED ⁵	1	54,655	15.09
21	RANGE ⁶	0	0	.00
22	MINIMUM	2	14,400	3.97
23	LESS THAN \$1.00	0	0	.00
24	\$1.00 TO \$1.99	1	16,883	4.66
25	\$2.00 TO \$2.99	1	6,333	1.74
26	\$3.00 TO \$3.99	0	0	.00
27	\$4.00 TO \$4.99	0	0	.00
28	\$5.00 TO \$5.99	1	600	.16
29	\$6.00 TO \$6.99	0	0	.00
30	\$7.00 TO \$7.49	0	0	.00
31	\$7.50 AND OVER	3	17,613	4.86
32	MAXIMUM	38	362,089	
33	TOTAL			

Table 2:17 - MONTHLY DUES - Unions in Trade

		NO. OF UNIONS	NO. OF MEMBERS	% OF TOTAL MEMBERS
1	CONSTITUTION MAKES NC PROVISION ²			
2	CONSTITUTION MAKES PROVISION -----	4	49,174	100.0
	A. STIPULATES EXACT AMOUNT -----			
	1 SINGLE AMOUNT -----			
	2 SEVERAL AMOUNTS ACCORDING TO TYPE OF MEMBER			
	3 SEVERAL AMOUNTS ACCORDING TO INCOME -----			
	B. LOCAL DETERMINES AMOUNT -----			
	1 CONSTITUTION STIPULATES MINIMUM ONLY	3	44,274	90.0
	2 CONSTITUTION STIPULATES MAXIMUM ONLY	3	44,274	90.0
	3 CONSTITUTION STIPULATES MINIMUM AND MAXIMUM			
	4 CONSTITUTION STIPULATES VARIOUS AMOUNTS ³			
	5 CONSTITUTION DOES NOT STIPULATE ANY AMOUNT			
	C. AMOUNT IS FIXED BY -----			
	1 CONVENTION -----			
	2 GENERAL EXECUTIVE COUNCIL (OR EQUIVALENT) -----	1	4,900	9.9
	3 SOME OTHER BODY THAN ABOVE AND LOCAL -----			
3	CONSTITUTION ALLOWS FOR WAIVER OR REDUCTION ⁴			
	A. FOR ORGANIZATIONAL REASONS	1	18,174	36.9
	B. FOR REASONS OF AN INDIVIDUAL CHARACTER -----	2	22,400	45.5
4	CONSTITUTION ALLOWS MAXIMUM TO BE EXCEEDED ⁵ -----			
5	RANGE ⁶			
	MINIMUM			
	LESS THAN \$1.00	0	0	.00
	\$1.00 TO \$1.99	0	0	.00
	\$2.00 TO \$2.99	1	17,500	35.58
	\$3.00 TO \$3.99	0	0	.00
	\$4.00 TO \$4.99	1	18,174	36.95
	\$5.00 TO \$5.99	1	8,600	17.48
	\$6.00 TO \$6.99	0	0	.00
	\$7.00 TO \$7.49	0	0	.00
	\$7.50 AND OVER	0	0	.00
	MAXIMUM			
	LESS THAN \$1.00	0	0	.00
	\$1.00 TO \$1.99	0	0	.00
	\$2.00 TO \$2.99	0	0	.00
	\$3.00 TO \$3.99	0	0	.00
	\$4.00 TO \$4.99	0	0	.00
	\$5.00 TO \$5.99	0	0	.00
	\$6.00 TO \$6.99	0	0	.00
	\$7.00 TO \$7.49	0	0	.00
	\$7.50 AND OVER	0	0	.00
	TOTAL	4	49,174	

Table 2.19 -- MONTHLY DUES -- Unions in Service Industries

		NO. OF UNIONS	NO. OF MEMBERS	% OF TOTAL MEMBERS
1	CONSTITUTION MAKES NO PROVISION ²	1	2,000	1.9
2	CONSTITUTION MAKES PROVISION	9	101,524	98.0
	A. STIPULATES EXACT AMOUNT	1	2,330	2.2
	1 SINGLE AMOUNT			
	2 SEVERAL AMOUNTS ACCORDING TO TYPE OF MEMBER			
	3 SEVERAL AMOUNTS ACCORDING TO INCOME			
	B. LOCAL DETERMINES AMOUNT	1	2,330	2.2
	1 CONSTITUTION STIPULATES MINIMUM ONLY	7	98,289	94.9
	2 CONSTITUTION STIPULATES MAXIMUM ONLY	5	61,820	59.7
	3 CONSTITUTION STIPULATES MINIMUM AND MAXIMUM	1	18,483	17.8
	4 CONSTITUTION STIPULATES VARIOUS AMOUNTS ³	1	17,986	17.3
	5 CONSTITUTION DOES NOT STIPULATE ANY AMOUNT			
	C. AMOUNT IS FIXED BY			
	1 CONVENTION	1	905	.8
	2 GENERAL EXECUTIVE COUNCIL (OR EQUIVALENT)			
	3 SOME OTHER BODY THAN ABOVE AND LOCAL			
	CONSTITUTION ALLOWS FOR WAIVER OR REDUCTION ⁴			
3	CONSTITUTION ALLOWS FOR ORGANIZATIONAL REASONS	1	17,986	17.3
4	B. FOR REASONS OF AN INDIVIDUAL CHARACTER	3	21,433	20.7
	CONSTITUTION ALLOWS MAXIMUM TO BE EXCEEDED ⁵			
5	RANGE ⁶			
	MINIMUM	0	0	.00
	LESS THAN \$1.00	0	0	.00
	\$1.00 TO \$1.99	3	41,503	40.09
	\$2.00 TO \$2.99	4	40,633	39.24
	\$3.00 TO \$3.99	0	0	.00
	\$4.00 TO \$4.99	0	0	.00
	\$5.00 TO \$5.99	0	0	.00
	\$6.00 TO \$6.99	0	0	.00
	\$7.00 TO \$7.49	0	0	.00
	\$7.50 AND OVER	0	0	.00
	MAXIMUM			
	LESS THAN \$1.00	0	0	.00
	\$1.00 TO \$1.99	0	0	.00
	\$2.00 TO \$2.99	0	0	.00
	\$3.00 TO \$3.99	0	0	.00
	\$4.00 TO \$4.99	0	0	.00
	\$5.00 TO \$5.99	1	17,986	17.37
	\$6.00 TO \$6.99	0	0	.00
	\$7.00 TO \$7.49	0	0	.00
	\$7.50 AND OVER	1	2,330	2.25
	TOTAL	10	103,524	

Table 2:20 - MONTHLY DUES - Unions in Public Administration

		NO. OF UNIONS	NO. OF MEMBERS	% OF TOTAL MEMBERS
1	CONSTITUTION MAKES NO PROVISION ²	3	29,190	10.2
2	CONSTITUTION MAKES PROVISION -----	7	256,342	89.7
A.	STIPULATES EXACT AMOUNT -----	2	28,080	9.8
	1 SINGLE AMOUNT -----	1	962	.3
	2 SEVERAL AMOUNTS ACCORDING TO TYPE OF MEMBER -----			
	3 SEVERAL AMOUNTS ACCORDING TO INCOME -----			
B.	LOCAL DETERMINES AMOUNT -----	1	27,118	9.4
	1 CONSTITUTION STIPULATES MINIMUM ONLY -----	3	212,976	74.5
	2 CONSTITUTION STIPULATES MAXIMUM ONLY -----	1	106,060	37.1
	3 CONSTITUTION STIPULATES MINIMUM AND MAXIMUM -----			
	4 CONSTITUTION STIPULATES VARIOUS AMOUNTS ³ -----			
	5 CONSTITUTION DOES NOT STIPULATE ANY AMOUNT -----			
C.	AMOUNT IS FIXED BY -----	2	106,916	37.4
	1 CONVENTION -----	2	15,286	5.3
	2 GENERAL EXECUTIVE COUNCIL (OR EQUIVALENT) -----			
	3 SOME OTHER BODY THAN ABOVE AND LOCAL -----			
3	CONSTITUTION ALLOWS FOR WAIVER OR REDUCTION ⁴ -----			
	A. FOR ORGANIZATIONAL REASONS -----	1	106,060	37.1
	B. FOR REASONS OF AN INDIVIDUAL CHARACTER -----	3	121,346	42.4
4	CONSTITUTION ALLOWS MAXIMUM TO BE EXCEEDED ⁵ -----			
5	RANGE ⁶			
	MINIMUM	1	962	.33
	LESS THAN \$1.00	0	0	.00
	\$1.00 TO \$1.99	1	106,060	37.14
	\$2.00 TO \$2.99	0	0	.00
	\$3.00 TO \$3.99	0	0	.00
	\$4.00 TO \$4.99	0	0	.00
	\$5.00 TO \$5.99	0	0	.00
	\$6.00 TO \$6.99	0	0	.00
	\$7.00 TO \$7.49	0	0	.00
	\$7.50 AND OVER	0	0	.00
	MAXIMUM	1	962	.33
	LESS THAN \$1.00	0	0	.00
	\$1.00 TO \$1.99	0	0	.00
	\$2.00 TO \$2.99	0	0	.00
	\$3.00 TO \$3.99	0	0	.00
	\$4.00 TO \$4.99	0	0	.00
	\$5.00 TO \$5.99	0	0	.00
	\$6.00 TO \$6.99	0	0	.00
	\$7.00 TO \$7.49	0	0	.00
	\$7.50 AND OVER	0	0	.00
	TOTAL	10	285,532	

Table 2:21 — MONTHLY DUES — Unions up to 9,999 Members

	NO. OF UNIONS	NO. OF ¹ MEMBERS	% OF TOTAL ¹ MEMBERS
1	10	51,693	15.4
2	77	283,868	84.5
A. CONSTITUTION MAKES NO PROVISION ²	---	---	---
1	11	42,242	12.5
2	5	17,295	5.1
3	1	9,473	2.8
4	5	15,474	4.6
5	55	205,127	61.1
B. CONSTITUTION MAKES PROVISION	---	---	---
1	26	101,749	30.3
2	2	2,190	.6
3	4	18,420	5.4
4	5	16,522	4.9
5	18	66,246	19.7
C. CONSTITUTION DOES NOT STIPULATE ANY AMOUNT	---	---	---
1	9	31,528	9.3
2	2	4,971	1.4
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TOTAL	87	335,561	

Table 2:22 — MONTHLY DUES — Unions from 10,000 to 19,999 Members

		NO. OF UNIONS	NO. OF MEMBERS	% OF TOTAL MEMBERS
1	CONSTITUTION MAKES NO PROVISION ²	2	21,873	5.6
2	CONSTITUTION MAKES PROVISION	25	364,004	94.3
	A. STIPULATES EXACT AMOUNT	2	30,383	7.8
	1 SINGLE AMOUNT	2	30,383	7.8
	2 SEVERAL AMOUNTS ACCORDING TO TYPE OF MEMBER			
	3 SEVERAL AMOUNTS ACCORDING TO INCOME			
	B. LOCAL DETERMINES AMOUNT	23	333,621	86.4
	1 CONSTITUTION STIPULATES MINIMUM ONLY	11	160,510	41.5
	2 CONSTITUTION STIPULATES MAXIMUM ONLY	2	31,017	8.0
	3 CONSTITUTION STIPULATES MINIMUM AND MAXIMUM	4	60,217	15.6
	4 CONSTITUTION STIPULATES VARIOUS AMOUNTS ³	2	27,976	7.2
	5 CONSTITUTION DOES NOT STIPULATE ANY AMOUNT	4	53,901	13.9
	C. AMOUNT IS FIXED BY			
	1 CONVENTION			
	2 GENERAL EXECUTIVE COUNCIL (OR EQUIVALENT)			
	3 SOME OTHER BODY THAN ABOVE AND LOCAL			
	CONSTITUTION ALLOWS FOR WAIVER OR REDUCTION ⁴			
3	CONSTITUTION ALLOWS FOR REASONS	9	129,230	33.4
4	A. FOR ORGANIZATIONAL REASONS			
	B. FOR REASONS OF AN INDIVIDUAL CHARACTER	15	204,529	53.0
	CONSTITUTION ALLOWS MAXIMUM TO BE EXCEEDED ⁵	2	24,983	6.4
5	RANGE ⁶			
	MINIMUM	0	0	.00
	LESS THAN \$1.00	1	16,883	4.37
	\$1.00 TO \$1.99	4	53,408	13.84
	\$2.00 TO \$2.99	3	49,189	12.74
	\$3.00 TO \$3.99	8	115,508	29.93
	\$4.00 TO \$4.99	2	30,598	7.92
	\$5.00 TO \$5.99	0	0	.00
	\$6.00 TO \$6.99	0	0	.00
	\$7.00 TO \$7.49	0	0	.00
	\$7.50 AND OVER	1	13,500	3.49
	MAXIMUM			
	LESS THAN \$1.00	0	0	.00
	\$1.00 TO \$1.99	1	16,883	4.37
	\$2.00 TO \$2.99	0	0	.00
	\$3.00 TO \$3.99	0	0	.00
	\$4.00 TO \$4.99	0	0	.00
	\$5.00 TO \$5.99	4	59,751	15.48
	\$6.00 TO \$6.99	0	0	.00
	\$7.00 TO \$7.49	0	0	.00
	\$7.50 AND OVER	2	26,500	6.86
	TOTAL	27	385,677	

Table 2:23 - MONTHLY DUES - Unions from 20,000 to 29,999 Members

		NO. OF UNIONS	NO. OF MEMBERS	% OF TOTAL ¹ MEMBERS
1	CONSTITUTION MAKES NO PROVISION ²	1	22,135	7.6
2	CONSTITUTION MAKES PROVISION	11	267,391	92.3
A.	STIPULATES EXACT AMOUNT	2	52,118	18.0
	1 SINGLE AMOUNT			
	2 SEVERAL AMOUNTS ACCORDING TO TYPE OF MEMBER			
	3 SEVERAL AMOUNTS ACCORDING TO INCOME	2	52,118	18.0
B.	LOCAL DETERMINES AMOUNT	8	195,273	67.4
	1 CONSTITUTION STIPULATES MINIMUM ONLY	7	165,731	57.2
	2 CONSTITUTION STIPULATES MAXIMUM ONLY			
	3 CONSTITUTION STIPULATES MINIMUM AND MAXIMUM			
	4 CONSTITUTION STIPULATES VARIOUS AMOUNTS ³			
	5 CONSTITUTION DOES NOT STIPULATE ANY AMOUNT			
C.	AMOUNT IS FIXED BY	1	29,542	10.2
	1 CONVENTION			
	2 GENERAL EXECUTIVE COUNCIL (OR EQUIVALENT)			
	3 SOME OTHER BODY THAN ABOVE AND LOCAL	1	20,000	6.9
3	CONSTITUTION ALLOWS FOR WAIVER OR REDUCTION ⁴			
A.	FOR ORGANIZATIONAL REASONS	2	47,328	16.3
B.	FOR REASONS OF AN INDIVIDUAL CHARACTER	5	121,930	42.1
4	CONSTITUTION ALLOWS MAXIMUM TO BE EXCEEDED ⁵	1	25,000	8.6
5	RANGE ⁶			
	MINIMUM	0	0	.00
	LESS THAN \$1.00	1	20,699	7.14
	\$1.00 TO \$1.99	0	0	.00
	\$2.00 TO \$2.99	4	93,801	32.39
	\$3.00 TO \$3.99	4	96,231	33.23
	\$4.00 TO \$4.99	0	0	.00
	\$5.00 TO \$5.99	0	0	.00
	\$6.00 TO \$6.99	0	0	.00
	\$7.00 TO \$7.49	0	0	.00
	\$7.50 AND OVER	0	0	.00
	MAXIMUM	0	0	.00
	LESS THAN \$1.00	0	0	.00
	\$1.00 TO \$1.99	0	0	.00
	\$2.00 TO \$2.99	0	0	.00
	\$3.00 TO \$3.99	0	0	.00
	\$4.00 TO \$4.99	0	0	.00
	\$5.00 TO \$5.99	0	0	.00
	\$6.00 TO \$6.99	0	0	.00
	\$7.00 TO \$7.49	0	0	.00
	\$7.50 AND OVER	0	0	.00
	TOTAL	12	289,526	

Table 2:24 - MONTHLY DUES - Unions over 30,000 Members

		NO. OF UNIONS	NO. OF MEMBERS	% OF TOTAL MEMBERS
1	CONSTITUTION MAKES NO PROVISION ²	1	32,585	3.9
2	CONSTITUTION MAKES PROVISION	12	801,785	96.0
A.	STIPULATES EXACT AMOUNT	1	130,000	15.5
	1 SINGLE AMOUNT	1	130,000	15.5
B.	LOCAL	11	671,785	80.5
	SEVERAL AMOUNTS ACCORDING TO TYPE OF MEMBER	8	495,585	59.3
	SEVERAL AMOUNTS ACCORDING TO INCOME			
	1 CONSTITUTION STIPULATES MINIMUM ONLY			
	2 CONSTITUTION STIPULATES MAXIMUM ONLY			
	3 CONSTITUTION STIPULATES MINIMUM AND MAXIMUM			
	4 CONSTITUTION STIPULATES VARIOUS AMOUNTS ³	2	83,365	9.9
	5 CONSTITUTION DOES NOT STIPULATE ANY AMOUNT	1	92,835	11.1
C.	AMOUNT IS FIXED BY			
	1 CONVENTION			
	2 GENERAL EXECUTIVE COUNCIL (OR EQUIVALENT)			
	3 SOME OTHER BODY THAN ABOVE AND LOCAL			
3	CONSTITUTION ALLOWS FOR WAIVER OR REDUCTION ⁴			
4	A. FOR ORGANIZATIONAL REASONS	5	283,380	33.9
	B. FOR REASONS OF AN INDIVIDUAL CHARACTER	6	443,673	53.1
	CONSTITUTION ALLOWS MAXIMUM TO BE EXCEEDED ⁵	2	178,576	21.4
5	RANGE ⁶			
	MINIMUM			
	LESS THAN \$1.00	0	0	.00
	\$1.00 TO \$1.99	0	0	.00
	\$2.00 TO \$2.99	3	190,845	22.87
	\$3.00 TO \$3.99	2	87,750	10.51
	\$4.00 TO \$4.99	3	154,915	18.56
	\$5.00 TO \$5.99	2	220,785	26.46
	\$6.00 TO \$6.99	1	54,655	6.55
	\$7.00 TO \$7.49	0	0	.00
	\$7.50 AND OVER	0	0	.00
	MAXIMUM			
	LESS THAN \$1.00	0	0	.00
	\$1.00 TO \$1.99	0	0	.00
	\$2.00 TO \$2.99	0	0	.00
	\$3.00 TO \$3.99	0	0	.00
	\$4.00 TO \$4.99	0	0	.00
	\$5.00 TO \$5.99	1	130,000	15.58
	\$6.00 TO \$6.99	0	0	.00
	\$7.00 TO \$7.49	0	0	.00
	\$7.50 AND OVER	0	0	.00
	TOTAL	13	834,370	

3. Other Sources of Locals' Finances

Apart from initiation fees and dues, locals usually have other sources of finance, from their members. These take the form of withdrawal, re-affiliation and reinstatement fees, fines and assessments.

A majority of the constitutions provided for re-instatement fees, but only a minority for re-affiliation fees and an even smaller minority for withdrawal fees. About half the membership were in unions which allowed their locals to impose fines and to levy assessments and a much smaller proportion in unions whose locals had other sources of revenue.

Withdrawal fees are charged when a member, who leaves the trade or industry temporarily, wishes to retain membership in the union. They may be a once-for-all amount, valid for the whole duration of the withdrawal; or they may have to be paid periodically, usually annually, for as long as the member is out of the trade or industry. Only 26 constitutions, in unions representing 18.8 per cent of total membership, contained provisions for withdrawal fees. Of these, the majority charged a once-for-all amount; only seven unions charged a periodic amount, in each case annually. The five constitutions, which are classified under "other methods", included one case where the amount was not specified; one where it was fixed by the executive council; one fixed by the local; one where a maximum was stipulated; and one where a minimum was stipulated. The withdrawal fee is often a nominal amount and the range indicated that a large proportion of these were less than \$5.

A slightly larger percentage of total membership (21.4 per cent) were in unions whose constitutions provided for re-affiliation fees. This fee is charged when a member, who has carried out the withdrawal procedure, wishes to rejoin the union. Most of the provisions for re-affiliation fees were classed under "other methods" and the number in the range table was comparatively small. The other methods would include such cases as where the amount was not specified, a minimum and/or maximum was stipulated, where the normal initiation fee or an equivalent amount had to be paid, where no amount was charged if the member applied for membership within a specified period (5 days, 30 days, 1 year), etc.

The Cement Workers' International charged no re-affiliation fee if the member registered within 5 days; otherwise he was treated as a suspended member. The Communications Workers and the Railway Carmen charged no re-affiliation fee if application was made within 30 days. The Plumbers' Union charged no fee if the member on withdrawal rejoined within 1 year; otherwise he would have to pay the normal initiation fee. The Transit Union charged its members the per capita tax (see p. 192) for the period of withdrawal. The constitution of the Hatters' Union stipulated that a member on withdrawal for less than 6 months should pay all dues and assessments since the date of his withdrawal; if on withdrawal between 6 months and 2 years he would have to pay a fee determined by his local, with a minimum of \$3; on withdrawal for more than 2 years, he would have to pay the regular initiation fee of the local (the local determined the amount of the initiation fee, which had not to be above the prevailing minimum weekly wage of the branch of work in which the applicant was employed).

Re-instatement fees are charged when a member who has been suspended, usually for non-payment of dues, wishes to rejoin the union. Re-instatement fees, therefore, have a punitive character, and are more common than re-affiliation fees; provision for them was to be found in 100 unions representing 68.8 per cent of the total membership. The majority of the provisions were classified under "other methods", which would include cases where the amount was not specified, or where a minimum and/or maximum was specified; where the initiation fee or an amount proportionate to the initiation fee was charged; either instead of, or as well as, all back debts or where all back debts, either instead of, or as well as, a penalty in the form of a fine were charged; or where the amount was determined by the local, etc.

In the Auto Workers, a re-instated member had to pay the initiation fee plus outstanding dues up to a maximum of \$15, or else pay a fine in lieu. The Boilermakers, who charged an initiation fee of between \$15 and \$300, had a re-instatement fee of between \$25 and \$300, in addition to which the member had to pay all financial delinquencies. The Operating Engineers charged a minimum fee of \$5, plus the payment of all dues, assessments and fines, and in addition, an amount equal to 6 months' dues. In the case of the United Garment Workers, a member who was less than 3 months in arrears paid \$1 re-instatement fee for each month in arrears; for more than 3 months in arrears, he

paid a fee of \$2, plus initiation fee, fines and assessments; if suspended more than once during the year, he had to pay the re-instatement fee and was reduced in benefit \$25 for each suspension. The Labourers' International had a more complicated system, in which varying amounts had to be paid according to the length of suspension. The Lathers' Union, which had an initiation fee of \$200, charged a re-instatement fee of \$75 for members who had been suspended up to three months, rising to \$450 for members who had been suspended for 15 months and over. The Transit Union, instead of a re-instatement fee, charged all arrears, plus \$1 per month for each month of arrears. The Rubber Workers charged 4 months' dues. The CUPE and the Marine Workers charged an amount not less than the initiation fee, and such other penalty as the local wished to impose. In the case of the United Mine Workers, members of locals whose charter had been revoked had to pay the initiation fee of \$50 in order to secure membership of another local.

The constitutions of 72 unions, representing 53.8 per cent of total membership, contained provisions allowing the locals to impose fines. In only one constitution was there a stipulation in regard to the percentage of the fines which goes to International Headquarters (in the Plasterers' International, the International Union received 90 per cent of all fines above \$10); and consequently, it is to be presumed that all revenues from fines imposed by locals were at the disposal of the locals themselves. In some constitutions the amount of the fines was stipulated, e.g., the Barbers' International fined transferred members \$2 for failure to report to their new local and had a fine of \$10 for any action prejudicial to the union: the United Garment Workers imposed a fine of \$25 for working (for another employer) during a strike and also for destruction of property. In many cases, the constitution would allow the local discretion as to the amount of the fine, but at the same time establishing a maximum; the most common maximum was \$25 although there were several instances of \$100 and above, e.g., the Canadian Union of Operating Engineers with a maximum of \$200, and the American Federation of Musicians with a minimum of \$10 and a maximum of \$1,000. Apart from those already mentioned, the most common reasons for the imposition of local fines were the violation of the constitution, working contrary to the declared strike or lockout policy, non-attendance at meetings, disclosing the proceedings of the union, leaving the strike area during a strike, etc.

An assessment is a periodical amount which the local may levy on its membership, over and above the monthly dues. Provisions permitting the locals to levy assessments were to be found in the constitutions of 64 unions representing 46 per cent of the total membership. Where such assessments were permitted, it was usual to stipulate the necessity of the approval of the local membership and sometimes the approval of the union president or executive committee. In some cases, limits were placed on the amount or frequency of the assessments; e.g., the Office Employees' International stipulated a maximum of \$1 per member per month and \$4 per member per annum and the International Ladies Garment Workers permitted strike assessments of 25 cents per member per week for a maximum period of 20 weeks. Usually the purpose and the amounts of the assessments were not specified. Among those purposes which were specified are the following: to assist a strike; to carry on the local's work or to assist other locals; to assist sick members or for funeral benefits; to meet the expenses of the general grievance committee, etc.

The provisions for other sources of revenue were less common, being found only in 25 constitutions, whose unions represented 14.8 per cent of total membership. The main source of other revenue was in the issuance of transfer cards to members transferring to other locals. Other sources were in the sale of supplies, sale of membership pins, the furnishing of the union label, service dues, and a collection fee charged on the home local for collecting fees of travelling members.

The practice of charging withdrawal fees and re-affiliation fees was almost entirely confined to international unions; no provincial unions charged withdrawal or re-affiliation fees and the number of all-Canadian unions which did so was comparatively small. The charging of reinstatement fees, however, was more common, although again, the international unions had the highest percentage. They also had the highest percentage of members in unions which allowed their locals to impose fines, levy assessments and other sources of revenue.

The AFL-CIO/CLC affiliates had the highest percentage of members in unions which provided for withdrawal, re-affiliation and re-instatement fees and other sources of locals' finance. The constitutions of CNTU affiliates were a complete blank so far as other sources of locals' finances were concerned.

The industrial breakdown shows that provisions regarding other sources of locals' finances were more common among unions in construction than the other industrial groups. They had the highest percentages for withdrawal fees (66.5 per cent), reinstatement fees (87.2 per cent), fines and other sources of revenue. Unions in manufacturing, which represented the largest percentage of members in the analysis, showed a less than average percentage for all other sources of locals' finance, with the exception of fines where they were appreciably above the average. Unions in public administration, which are predominantly all-Canadian or provincial, did not charge withdrawal or re-affiliation fees, and their percentage for the other sources of locals' finance was lower than the average.

Other Sources of Locals' Finances. – Tables Omitted

(a) Table 3:10. Unions in Agriculture

Table 3:12. Unions in Fishing and Trapping

Table 3:18. Unions in Finance, Insurance and Real Estate

} There were no
unions in these
categories

(b) Table 3:07. AFL-CIO-Only Affiliates. Of the two unions in this category, only one of them with 900 members representing 6.2 per cent of the total membership, charged re-instatement fees; this was in addition to debts and/or initiation fees and in the range of \$50 to \$99.99.

(c) Table 3:08; CNTU Affiliates. There were no entries on this table.

(d) Table 3:11. Unions in Forestry. Of the two unions in this category, only one of them with 48,576 members, representing 81.3 per cent of total membership, charged reinstatement fees; this was classed under other methods (3C). The same union allowed its local to impose fines and to levy assessments.

(e) Table 3:13. Unions in Mines, Quarries and Oil Wells. Both of the unions in this category charged reinstatement fees under other methods (3C) and both of them allowed their locals to levy assessments. One of them, with 13,000 members representing 58.6 per cent of total membership, allowed locals to impose fines, the other with 9,150 members representing 41.3 per cent of total membership, had other sources of revenue. There were no entries in the range columns.

For footnotes to tables, see pp. 182-4.

Table 3:01 -- OTHER SOURCES OF LOCALS FINANCES -- All Unions

		NO. OF UNIONS	NO. OF ¹ MEMBERS	% OF TOTAL ¹ MEMBERS
1	LOCALS CHARGE WITHDRAWAL FEES ^{8 11}			
	A. A ONCE-FOR-ALL AMOUNT	14	262,876	14.2
	B. A PERIODIC AMOUNT	7	54,774	2.9
	C. OTHER METHODS	5	32,677	1.7
	RANGE			
	LESS THAN \$5.00	17	282,797	15.3
	\$5.00 TO \$9.99	4	52,141	2.8
	\$10.00 TO \$24.99	2	4,583	.2
	\$25.00 TO \$49.99			
	\$50.00 TO \$99.99			
	\$100.00 AND OVER			
2	LOCALS CHARGE RE-AFFILIATION FEES (TO WITHDRAWEES) ^{9 11}			
	A. IN ADDITION TO DEBTS AND/OR INITIATION FEES	2	19,846	1.0
	B. INSTEAD OF DEBTS AND/OR INITIATION FEES	4	101,869	5.5
	C. OTHER METHODS	26	271,321	14.7
	RANGE			
	LESS THAN \$5.00	4	118,097	6.3
	\$5.00 TO \$9.99	3	24,079	1.3
	\$10.00 TO \$24.99	4	22,974	1.2
	\$25.00 TO \$49.99			
	\$50.00 TO \$99.99			
	\$100.00 AND OVER			
3	LOCALS CHARGE RE-INSTATEMENT FEES ^{10 11}			
	A. IN ADDITION TO DEBTS AND/OR INITIATION FEES	23	310,931	16.8
	B. INSTEAD OF DEBTS AND/OR INITIATION FEES			
	C. OTHER METHODS	77	941,516	51.0
	RANGE			
	LESS THAN \$5.00	16	193,234	10.4
	\$5.00 TO \$9.99	6	78,179	4.2
	\$10.00 TO \$24.99	10	166,616	9.0
	\$25.00 TO \$49.99	6	43,774	2.3
	\$50.00 TO \$99.99	1	900	
	\$100.00 AND OVER	2	13,781	.7
4	LOCALS MAY IMPOSE FINES ¹²			
5	LOCALS MAY LEVY ASSESSMENTS ¹³	72	993,147	53.8
6	LOCALS MAY HAVE OTHER SOURCES OF REVENUE ¹⁴	64	849,587	46.0
		26	279,968	15.1
	TOTAL	139	1,845,334	

Table 3-02 -- OTHER SOURCES OF LOCALS FINANCES -- International Unions

		NO. OF UNIONS	NO. OF ¹ MEMBERS	% OF TOTAL ¹ MEMBERS
1	LOCALS CHARGE WITHDRAWAL FEES ^{8 11}			
	A. A ONCE-FOR-ALL AMOUNT	13	259,663	20.6
	B. A PERIODIC AMOUNT	7	54,774	4.3
	C. OTHER METHODS	5	32,677	2.6
	RANGE			
	LESS THAN \$5.00	17	282,797	22.5
	\$5.00 TO \$9.99	4	52,141	4.1
	\$10.00 TO \$24.99	1	1,370	.1
	\$25.00 TO \$49.99			
	\$50.00 TO \$99.99			
	\$100.00 AND OVER			
2	LOCALS CHARGE RE-AFFILIATION FEES (TO WITHDRAWEES) ^{9 11}			
	A. IN ADDITION TO DEBTS AND/OR INITIATION FEES	2	19,846	1.5
	B. INSTEAD OF DEBTS AND/OR INITIATION FEES	4	101,869	8.1
	C. OTHER METHODS	24	265,040	21.1
	RANGE			
	LESS THAN \$5.00	4	118,097	9.4
	\$5.00 TO \$9.99	3	24,079	1.9
	\$10.00 TO \$24.99	4	22,974	1.8
	\$25.00 TO \$49.99			
	\$50.00 TO \$99.99			
	\$100.00 AND OVER			
3	LOCALS CHARGE RE-INSTATEMENT FEES ^{10 11}			
	A. IN ADDITION TO DEBTS AND/OR INITIATION FEES	19	302,418	24.0
	B. INSTEAD OF DEBTS AND/OR INITIATION FEES	55	713,093	56.1
	C. OTHER METHODS	15	191,984	15.2
	RANGE			
	LESS THAN \$5.00	6	78,179	6.2
	\$5.00 TO \$9.99	8	160,253	12.7
	\$10.00 TO \$24.99	6	43,774	3.4
	\$25.00 TO \$49.99			
	\$50.00 TO \$99.99			
	\$100.00 AND OVER	2	13,781	1.0
4	LOCALS MAY IMPOSE FINES ¹²	64	962,898	76.6
5	LOCALS MAY LEVY ASSESSMENTS ¹³	57	722,506	57.5
6	LOCALS MAY HAVE OTHER SOURCES OF REVENUE ¹⁴	25	270,495	21.5
	TOTAL	87	1,255,512	

Table 3.03 — OTHER SOURCES OF LOCALS FINANCES — All—Canadian Unions

		NO. OF UNIONS	NO. OF MEMBERS	% OF TOTAL MEMBERS
1	LOCALS CHARGE WITHDRAWAL FEES ^{8 11}			
	A. A ONCE-FOR-ALL AMOUNT	1	3,213	.7
	B. A PERIODIC AMOUNT			
	C. OTHER METHODS			
	RANGE			
	LESS THAN \$5.00			
	\$5.00 TO \$9.99			
	\$10.00 TO \$24.99	1	3,213	.7
	\$25.00 TO \$49.99			
	\$50.00 TO \$99.99			
	\$100.00 AND OVER			
2	LOCALS CHARGE RE-AFFILIATION FEES (TO WITHDRAWEES) ^{9 11}			
	A. IN ADDITION TO DEBTS AND/OR INITIATION FEES			
	B. INSTEAD OF DEBTS AND/OR INITIATION FEES			
	C. OTHER METHODS	2	6,281	1.5
	RANGE			
	LESS THAN \$5.00			
	\$5.00 TO \$9.99			
	\$10.00 TO \$24.99			
	\$25.00 TO \$49.99			
	\$50.00 TO \$99.99			
	\$100.00 AND OVER			
3	LOCALS CHARGE RE-INSTATEMENT FEES ^{10 11}			
	A. IN ADDITION TO DEBTS AND/OR INITIATION FEES	3	5,363	1.3
	B. INSTEAD OF DEBTS AND/OR INITIATION FEES			
	C. OTHER METHODS	14	206,398	50.6
	RANGE	1	1,250	.3
	LESS THAN \$5.00			
	\$5.00 TO \$9.99			
	\$10.00 TO \$24.99	1	3,213	.7
	\$25.00 TO \$49.99			
	\$50.00 TO \$99.99	1	900	.2
	\$100.00 AND OVER			
4	LOCALS MAY IMPOSE FINES ¹²	2	4,463	1.0
5	LOCALS MAY LEVY ASSESSMENTS ¹³	1	106,060	26.0
6	LOCALS MAY HAVE OTHER SOURCES OF REVENUE ¹⁴			
	TOTAL	27	407,356	

Table 3.04 -- OTHER SOURCES OF LOCALS FINANCES -- Provincial Unions

		NO. OF UNIONS	NO. OF ¹ MEMBERS	% OF TOTAL ¹ MEMBERS
1	LOCALS CHARGE WITHDRAWAL FEES ^{8 11}			
	A. A ONCE-FOR-ALL AMOUNT			
	B. A PERIODIC AMOUNT			
	C. OTHER METHODS			
	RANGE			
	LESS THAN \$5.00			
	\$5.00 TO \$9.99			
	\$10.00 TO \$24.99			
	\$25.00 TO \$49.99			
	\$50.00 TO \$99.99			
	\$100.00 AND OVER			
2	LOCALS CHARGE RE-AFFILIATION FEES (TO WITHDRAWNEES) ^{9 11}			
	A. IN ADDITION TO DEBTS AND/OR INITIATION FEES			
	B. INSTEAD OF DEBTS AND/OR INITIATION FEES			
	C. OTHER METHODS			
	RANGE			
	LESS THAN \$5.00			
	\$5.00 TO \$9.99			
	\$10.00 TO \$24.99			
	\$25.00 TO \$49.99			
	\$50.00 TO \$99.99			
	\$100.00 AND OVER			
3	LOCALS CHARGE RE-INSTATEMENT FEES ^{10 11}			
	A. IN ADDITION TO DEBTS AND/OR INITIATION FEES	1	3,150	1.7
	B. INSTEAD OF DEBTS AND/OR INITIATION FEES	8	22,025	12.0
	C. OTHER METHODS			
	RANGE			
	LESS THAN \$5.00			
	\$5.00 TO \$9.99			
	\$10.00 TO \$24.99	1	3,150	1.7
	\$25.00 TO \$49.99			
	\$50.00 TO \$99.99			
	\$100.00 AND OVER			
4	LOCALS MAY IMPOSE FINES ¹²	6	25,786	14.1
5	LOCALS MAY LEVY ASSESSMENTS ¹³	6	21,021	11.5
6	LOCALS MAY HAVE OTHER SOURCES OF REVENUE ¹⁴	1	9,473	5.1
	TOTAL	25	182,466	

Table 3-05 — OTHER SOURCES OF LOCALS FINANCES — AFL-CIO/CLC Affiliates

		NO. OF UNIONS	NO. OF MEMBERS	% OF TOTAL MEMBERS
1	LOCALS CHARGE WITHDRAWAL FEES ^{8 11}			
	A. A ONCE-FOR-ALL AMOUNT	10	193,626	17.3
	B. A PERIODIC AMOUNT	7	54,774	4.8
	C. OTHER METHODS	5	32,677	2.9
	RANGE	14	216,760	19.3
	LESS THAN \$5.00	4	52,141	4.6
	\$5.00 TO \$9.99	1	1,370	.1
	\$10.00 TO \$24.99			
	\$25.00 TO \$49.99			
	\$50.00 TO \$99.99			
	\$100.00 AND OVER			
2	LOCALS CHARGE RE-AFFILIATION FEES (TO WITHDRAWNEES) ^{9 11}			
	A. IN ADDITION TO DEBTS AND/OR INITIATION FEES	2	19,846	1.7
	B. INSTEAD OF DEBTS AND/OR INITIATION FEES	4	101,869	9.1
	C. OTHER METHODS	23	256,949	22.9
	RANGE	4	118,097	10.5
	LESS THAN \$5.00	3	24,079	2.1
	\$5.00 TO \$9.99	4	22,974	2.0
	\$10.00 TO \$24.99			
	\$25.00 TO \$49.99			
	\$50.00 TO \$99.99			
	\$100.00 AND OVER			
3	LOCALS CHARGE RE-INSTATEMENT FEES ^{10 11}			
	A. IN ADDITION TO DEBTS AND/OR INITIATION FEES	18	293,793	26.2
	B. INSTEAD OF DEBTS AND/OR INITIATION FEES			
	C. OTHER METHODS	48	600,366	53.6
	RANGE	15	191,984	17.1
	LESS THAN \$5.00	6	78,179	6.9
	\$5.00 TO \$9.99	7	151,628	13.5
	\$10.00 TO \$24.99	6	43,774	3.9
	\$25.00 TO \$49.99			
	\$50.00 TO \$99.99			
	\$100.00 AND OVER	2	13,781	1.2
4	LOCALS MAY IMPOSE FINES ¹²			
5	LOCALS MAY LEVY ASSESSMENTS ¹³	61	892,486	79.7
6	LOCALS MAY HAVE OTHER SOURCES OF REVENUE ¹⁴	49	597,245	53.4
		20	183,308	16.3
	TOTAL	77	1,118,429	

Table 3-06 -- OTHER SOURCES OF LOCALS FINANCES -- CLC--only Affiliates

		NO. OF UNIONS	NO. OF MEMBERS	% OF TOTAL MEMBERS
1	LOCALS CHARGE WITHDRAWAL FEES ^{8 11}			
	A. A ONCE-FOR-ALL AMOUNT			
	B. A PERIODIC AMOUNT	3	14,595	4.6
	C. OTHER METHODS			
	RANGE			
	LESS THAN \$5.00	2	11,382	3.6
	\$5.00 TO \$9.99			
	\$10.00 TO \$24.99	1	3,213	1.0
	\$25.00 TO \$49.99			
	\$50.00 TO \$99.99			
	\$100.00 AND OVER			
2	LOCALS CHARGE RE-AFFILIATION FEES (TO WITHDRAWEES) ^{9 11}			
	A. IN ADDITION TO DEBTS AND/OR INITIATION FEES			
	B. INSTEAD OF DEBTS AND/OR INITIATION FEES	2	6,281	2.0
	C. OTHER METHODS			
	RANGE			
	LESS THAN \$5.00			
	\$5.00 TO \$9.99			
	\$10.00 TO \$24.99			
	\$25.00 TO \$49.99			
	\$50.00 TO \$99.99			
	\$100.00 AND OVER			
3	LOCALS CHARGE RE-INSTATEMENT FEES ^{10 11}			
	A. IN ADDITION TO DEBTS AND/OR INITIATION FEES	2	11,838	3.7
	B. INSTEAD OF DEBTS AND/OR INITIATION FEES			
	C. OTHER METHODS	13	184,606	59.0
	RANGE			
	LESS THAN \$5.00			
	\$5.00 TO \$9.99			
	\$10.00 TO \$24.99	2	11,838	3.7
	\$25.00 TO \$49.99			
	\$50.00 TO \$99.99			
	\$100.00 AND OVER			
4	LOCALS MAY IMPOSE FINES ¹²	3	9,070	2.9
5	LOCALS MAY LEVY ASSESSMENTS ¹³	3	114,748	36.7
6	LOCALS MAY HAVE OTHER SOURCES OF REVENUE ¹⁴	1	2,757	.8
	TOTAL	22	312,526	

Table 3.09 — OTHER SOURCES OF LOCALS FINANCES — Independent Unions

		NO. OF UNIONS	NO. OF MEMBERS	% OF TOTAL MEMBERS
1	LOCALS CHARGE WITHDRAWAL FEES ^{8 11}			
	A. A ONCE-FOR-ALL AMOUNT	1	54,655	26.0
	B. A PERIODIC AMOUNT			
	C. OTHER METHODS			
	RANGE			
	LESS THAN \$5.00	1	54,655	26.0
	\$5.00 TO \$9.99			
	\$10.00 TO \$24.99			
	\$25.00 TO \$49.99			
	\$50.00 TO \$99.99			
	\$100.00 AND OVER			
2	LOCALS CHARGE RE-AFFILIATION FEES (TO WITHDRAWEES) ^{9 11}			
	A. IN ADDITION TO DEBTS AND/OR INITIATION FEES			
	B. INSTEAD OF DEBTS AND/OR INITIATION FEES			
	C. OTHER METHODS	1	8,091	3.8
	RANGE			
	LESS THAN \$5.00			
	\$5.00 TO \$9.99			
	\$10.00 TO \$24.99			
	\$25.00 TO \$49.99			
	\$50.00 TO \$99.99			
	\$100.00 AND OVER			
3	LOCALS CHARGE RE-INSTATEMENT FEES ^{10 11}			
	A. IN ADDITION TO DEBTS AND/OR INITIATION FEES	2	4,400	2.1
	B. INSTEAD OF DEBTS AND/OR INITIATION FEES			
	C. OTHER METHODS	16	156,544	74.7
	RANGE			
	LESS THAN \$5.00	1	1,250	.5
	\$5.00 TO \$9.99			
	\$10.00 TO \$24.99	1	3,150	1.5
	\$25.00 TO \$49.99			
	\$50.00 TO \$99.99			
	\$100.00 AND OVER			
4	LOCALS MAY IMPOSE FINES ¹²	8	91,591	43.7
5	LOCALS MAY LEVY ASSESSMENTS ¹³	12	137,594	65.6
6	LOCALS MAY HAVE OTHER SOURCES OF REVENUE ¹⁴	5	93,903	44.8
	TOTAL	27	209,440	

Table 3.14 — OTHER SOURCES OF LOCALS FINANCES — Unions in Manufacturing

		NO. OF UNIONS	NO. OF MEMBERS	% OF TOTAL ¹ MEMBERS
1	LOCALS CHARGE WITHDRAWAL FEES ^{8 11}			
	A. A ONCE-FOR-ALL AMOUNT	6	75,085	10.3
	B. A PERIODIC AMOUNT	3	12,680	1.7
	C. OTHER METHODS	1	1,482	.2
	RANGE	9	87,765	12.0
	LESS THAN \$5.00			
	\$5.00 TO \$9.99			
	\$10.00 TO \$24.99			
	\$25.00 TO \$49.99			
	\$50.00 TO \$99.99			
	\$100.00 AND OVER			
2	LOCALS CHARGE RE-AFFILIATION FEES (TO WITHDRAWEES) ^{9 11}			
	A. IN ADDITION TO DEBTS AND/OR INITIATION FEES	3	89,420	12.2
	B. INSTEAD OF DEBTS AND/OR INITIATION FEES	10	72,095	9.8
	C. OTHER METHODS	2	81,913	11.2
	RANGE	1	7,507	1.0
	LESS THAN \$5.00			
	\$5.00 TO \$9.99			
	\$10.00 TO \$24.99			
	\$25.00 TO \$49.99			
	\$50.00 TO \$99.99			
	\$100.00 AND OVER			
3	LOCALS CHARGE RE-INSTATEMENT FEES ^{10 11}			
	A. IN ADDITION TO DEBTS AND/OR INITIATION FEES	11	102,456	14.0
	B. INSTEAD OF DEBTS AND/OR INITIATION FEES			
	C. OTHER METHODS	34	367,475	50.4
	RANGE	10	86,884	11.9
	LESS THAN \$5.00	3	45,338	6.2
	\$5.00 TO \$9.99	4	13,811	1.8
	\$10.00 TO \$24.99	4	13,811	1.8
	\$25.00 TO \$49.99	4	29,677	4.0
	\$50.00 TO \$99.99			
	\$100.00 AND OVER			
4	LOCALS MAY IMPOSE FINES ¹²	40	544,360	74.7
5	LOCALS MAY LEVY ASSESSMENTS ¹³	30	246,952	33.8
6	LOCALS MAY HAVE OTHER SOURCES OF REVENUE ¹⁴	8	42,107	5.7
	TOTAL	59	728,535	

Table 3:15 — OTHER SOURCES OF LOCALS FINANCES — Unions in Construction

		NO. OF UNIONS	NO. OF MEMBERS	% OF TOTAL ¹ MEMBERS
1	LOCALS CHARGE WITHDRAWAL FEES ^{8 11}			
	A. A ONCE-FOR-ALL AMOUNT	3	91,658	39.0
	B. A PERIODIC AMOUNT	4	42,094	17.9
	C. OTHER METHODS	1	20,179	8.6
	RANGE			
	LESS THAN \$5.00	4	102,112	43.5
	\$5.00 TO \$9.99	3	50,449	21.5
	\$10.00 TO \$24.99	1	1,370	.5
	\$25.00 TO \$49.99			
	\$50.00 TO \$99.99			
	\$100.00 AND OVER			
2	LOCALS CHARGE RE-AFFILIATION FEES (TO WITHDRAWEES) ^{9 11}			
	A. IN ADDITION TO DEBTS AND/OR INITIATION FEES	1	1,648	.7
	B. INSTEAD OF DEBTS AND/OR INITIATION FEES	1	12,449	5.3
	C. OTHER METHODS	5	56,159	23.9
	RANGE			
	LESS THAN \$5.00	1	20,179	8.6
	\$5.00 TO \$9.99	3	15,467	6.5
	\$10.00 TO \$24.99			
	\$25.00 TO \$49.99			
	\$50.00 TO \$99.99			
	\$100.00 AND OVER			
3	LOCALS CHARGE RE-INSTATEMENT FEES ^{10 11}			
	A. IN ADDITION TO DEBTS AND/OR INITIATION FEES	4	120,377	51.3
	B. INSTEAD OF DEBTS AND/OR INITIATION FEES			
	C. OTHER METHODS	8	84,387	35.9
	RANGE			
	LESS THAN \$5.00	1	28,622	12.2
	\$5.00 TO \$9.99	2	30,633	13.0
	\$10.00 TO \$24.99	2	81,301	34.6
	\$25.00 TO \$49.99	2	14,097	6.0
	\$50.00 TO \$99.99			
	\$100.00 AND OVER	2	13,781	5.8
4	LOCALS MAY IMPOSE FINES ¹²			
5	LOCALS MAY LEVY ASSESSMENTS ¹³	11	176,142	75.0
6	LOCALS MAY HAVE OTHER SOURCES OF REVENUE ¹⁴	9	154,015	65.6
		9	93,121	39.6
	TOTAL	14	234,581	

Table 3:16 – OTHER SOURCES OF LOCALS FINANCES – Unions in Transport, Communications, and other Utilities

Table 3:16 - OTHER SOURCES OF LOCALS FINANCES - Unions in Transport, Communications, and other Utilities	NO. OF UNIONS	NO. OF MEMBERS	% OF TOTAL MEMBERS
1 LOCALS CHARGE WITHDRAWAL FEES ^{8 11}			
A. A ONCE-FOR-ALL AMOUNT	3	75,390	20.8
B. A PERIODIC AMOUNT			
C. OTHER METHODS	1	8,419	2.3
RANGE	2	72,177	19.9
LESS THAN \$5.00			
\$5.00 TO \$9.99			
\$10.00 TO \$24.99			
\$25.00 TO \$49.99	1	3,213	.8
\$50.00 TO \$99.99			
\$100.00 AND OVER			
2 LOCALS CHARGE RE-AFFILIATION FEES (TO WITHDRAWEES) ^{9 11}			
A. IN ADDITION TO DEBTS AND/OR INITIATION FEES	8	105,889	29.2
B. INSTEAD OF DEBTS AND/OR INITIATION FEES			
C. OTHER METHODS	1	2,208	.6
RANGE			
LESS THAN \$5.00			
\$5.00 TO \$9.99			
\$10.00 TO \$24.99			
\$25.00 TO \$49.99			
\$50.00 TO \$99.99			
\$100.00 AND OVER			
3 LOCALS CHARGE RE-INSTATEMENT FEES ^{10 11}			
A. IN ADDITION TO DEBTS AND/OR INITIATION FEES	5	49,725	13.7
B. INSTEAD OF DEBTS AND/OR INITIATION FEES			
C. OTHER METHODS	23	233,727	64.5
RANGE	2	27,463	7.5
LESS THAN \$5.00	1	2,208	.6
\$5.00 TO \$9.99	3	69,812	19.2
\$10.00 TO \$24.99			
\$25.00 TO \$49.99	1	900	.2
\$50.00 TO \$99.99			
\$100.00 AND OVER			
4 LOCALS MAY IMPOSE FINES ¹²	11	129,300	35.7
5 LOCALS MAY LEVY ASSESSMENTS ¹³	16	213,725	59.0
6 LOCALS MAY HAVE OTHER SOURCES OF REVENUE ¹⁴	6	114,847	31.7
TOTAL	38	362,089	

Table 3:17 — OTHER SOURCES OF LOCALS FINANCES — Unions in Trade

		NO. OF UNIONS	NO. OF MEMBERS	% OF TOTAL ¹ MEMBERS
1	LOCALS CHARGE WITHDRAWAL FEES ^{8 11}			
	A. A ONCE-FOR-ALL AMOUNT			
	B. A PERIODIC AMOUNT			
	C. OTHER METHODS			
	RANGE			
	LESS THAN \$5.00			
	\$5.00 TO \$9.99			
	\$10.00 TO \$24.99			
	\$25.00 TO \$49.99			
	\$50.00 TO \$99.99			
	\$100.00 AND OVER			
2	LOCALS CHARGE RE-AFFILIATION FEES (TO WITHDRAWEES) ^{9 11}			
	A. IN ADDITION TO DEBTS AND/OR INITIATION FEES			
	B. INSTEAD OF DEBTS AND/OR INITIATION FEES			
	C. OTHER METHODS			
	RANGE			
	LESS THAN \$5.00			
	\$5.00 TO \$9.99			
	\$10.00 TO \$24.99			
	\$25.00 TO \$49.99			
	\$50.00 TO \$99.99			
	\$100.00 AND OVER			
3	LOCALS CHARGE RE-INSTATEMENT FEES ^{10 11}			
	A. IN ADDITION TO DEBTS AND/OR INITIATION FEES			
	B. INSTEAD OF DEBTS AND/OR INITIATION FEES			
	C. OTHER METHODS			
	RANGE			
	LESS THAN \$5.00			
	\$5.00 TO \$9.99			
	\$10.00 TO \$24.99			
	\$25.00 TO \$49.99			
	\$50.00 TO \$99.99			
	\$100.00 AND OVER			
4	LOCALS MAY IMPOSE FINES ¹²			
5	LOCALS MAY LEVY ASSESSMENTS ¹³			
6	LOCALS MAY HAVE OTHER SOURCES OF REVENUE ¹⁴			
	TOTAL			

Table 3:19 -- OTHER SOURCES OF LOCALS FINANCES -- Unions in Service Industries

		NO. OF UNIONS	NO. OF MEMBERS	% OF TOTAL MEMBERS
1	LOCALS CHARGE WITHDRAWAL FEES ^{8 11}			
	A. A ONCE-FOR-ALL AMOUNT			
	B. A PERIODIC AMOUNT			
	C. OTHER METHODS			
	RANGE			
	LESS THAN \$5.00	2	20,743	20.0
	\$5.00 TO \$9.99	2	2,597	2.5
	\$10.00 TO \$24.99	2	20,743	20.0
	\$25.00 TO \$49.99	1	1,692	1.6
	\$50.00 TO \$99.99			
	\$100.00 AND OVER			
2	LOCALS CHARGE RE-AFFILIATION FEES (TO WITHDRAWNEES) ^{9 11}			
	A. IN ADDITION TO DEBTS AND/OR INITIATION FEES	1	18,198	17.5
	B. INSTEAD OF DEBTS AND/OR INITIATION FEES			
	C. OTHER METHODS			
	RANGE			
	LESS THAN \$5.00	2	19,678	19.0
	\$5.00 TO \$9.99	2	36,184	34.9
	\$10.00 TO \$24.99	1	1,692	1.6
	\$25.00 TO \$49.99			
	\$50.00 TO \$99.99			
	\$100.00 AND OVER			
3	LOCALS CHARGE RE-INSTATEMENT FEES ^{10 11}			
	A. IN ADDITION TO DEBTS AND/OR INITIATION FEES	3	38,373	37.0
	B. INSTEAD OF DEBTS AND/OR INITIATION FEES			
	C. OTHER METHODS			
	RANGE			
	LESS THAN \$5.00	4	24,486	23.6
	\$5.00 TO \$9.99	2	36,184	34.9
	\$10.00 TO \$24.99			
	\$25.00 TO \$49.99	1	1,692	1.6
	\$50.00 TO \$99.99			
	\$100.00 AND OVER			
4	LOCALS MAY IMPOSE FINES ¹²	6	60,021	57.9
5	LOCALS MAY LEVY ASSESSMENTS ¹³	3	22,435	21.6
6	LOCALS MAY HAVE OTHER SOURCES OF REVENUE ¹⁴	2	20,743	20.0
	TOTAL	10	103,524	

Table 3:20 -- OTHER SOURCES OF LOCALS FINANCES -- Unions in Public Administration

		NO. OF UNIONS	NO. OF ¹ MEMBERS	% OF TOTAL ¹ MEMBERS
1	LOCALS CHARGE WITHDRAWAL FEES ^{8 11}			
	A. A ONCE-FOR-ALL AMOUNT			
	B. A PERIODIC AMOUNT			
	C. OTHER METHODS -----			
	RANGE			
	LESS THAN \$5.00			
	\$5.00 TO \$9.99			
	\$10.00 TO \$24.99			
	\$25.00 TO \$49.99			
	\$50.00 TO \$99.99			
	\$100.00 AND OVER -----			
2	LOCALS CHARGE RE-AFFILIATION FEES (TO WITHDRAWALS) ^{9 11}			
	A. IN ADDITION TO DEBTS AND/OR INITIATION FEES			
	B. INSTEAD OF DEBTS AND/OR INITIATION FEES			
	C. OTHER METHODS -----			
	RANGE			
	LESS THAN \$5.00			
	\$5.00 TO \$9.99			
	\$10.00 TO \$24.99			
	\$25.00 TO \$49.99			
	\$50.00 TO \$99.99			
	\$100.00 AND OVER -----			
3	LOCALS CHARGE RE-INSTATEMENT FEES ^{10 11}			
	A. IN ADDITION TO DEBTS AND/OR INITIATION FEES			
	B. INSTEAD OF DEBTS AND/OR INITIATION FEES			
	C. OTHER METHODS -----			
	RANGE			
	LESS THAN \$5.00	2	120,141	42.0
	\$5.00 TO \$9.99	1	14,081	4.9
	\$10.00 TO \$24.99			
	\$25.00 TO \$49.99			
	\$50.00 TO \$99.99			
	\$100.00 AND OVER -----			
4	LOCALS MAY IMPOSE FINES ¹²	2	21,748	7.6
5	LOCALS MAY LEVY ASSESSMENTS ¹³	1	106,060	37.1
6	LOCALS MAY HAVE OTHER SOURCES OF REVENUE ¹⁴ -----			
	TOTAL	10	285,532	

Table 3:21 -- OTHER SOURCES OF LOCALS FINANCES -- Unions up to 9,999 Members

		NO. OF UNIONS	NO. OF MEMBERS	% OF TOTAL ¹ MEMBERS
1	LOCALS CHARGE WITHDRAWAL FEES ^{8 11}			
	A. A ONCE-FOR-ALL AMOUNT	7	29,355	8.7
	B. A PERIODIC AMOUNT	5	15,698	4.6
	C. OTHER METHODS	4	12,498	3.7
	RANGE			
	LESS THAN \$5.00	9	38,822	11.5
	\$5.00 TO \$9.99	2	3,340	.9
	\$10.00 TO \$24.99	2	4,583	1.3
	\$25.00 TO \$49.99			
	\$50.00 TO \$99.99			
	\$100.00 AND OVER			
2	LOCALS CHARGE RE-AFFILIATION FEES (TO WITHDRAWEES) ^{9 11}			
	A. IN ADDITION TO DEBTS AND/OR INITIATION FEES	1	1,648	.4
	B. INSTEAD OF DEBTS AND/OR INITIATION FEES	1	7,507	2.2
	C. OTHER METHODS	16	55,595	16.5
	RANGE			
	LESS THAN \$5.00	2	3,900	1.1
	\$5.00 TO \$9.99	3	10,525	3.1
	\$10.00 TO \$24.99			
	\$25.00 TO \$49.99			
	\$50.00 TO \$99.99			
	\$100.00 AND OVER			
3	LOCALS CHARGE RE-INSTATEMENT FEES ^{10 11}			
	A. IN ADDITION TO DEBTS AND/OR INITIATION FEES	13	53,007	15.7
	B. INSTEAD OF DEBTS AND/OR INITIATION FEES			
	C. OTHER METHODS	49	170,646	50.8
	RANGE			
	LESS THAN \$5.00	9	38,974	11.6
	\$5.00 TO \$9.99	3	4,807	1.4
	\$10.00 TO \$24.99	7	22,756	6.7
	\$25.00 TO \$49.99	5	31,325	9.3
	\$50.00 TO \$99.99	1	900	.2
	\$100.00 AND OVER	1	1,370	.4
4	LOCALS MAY IMPOSE FINES ¹²	45	170,525	50.8
5	LOCALS MAY LEVY ASSESSMENTS ¹³	38	154,472	46.0
6	LOCALS MAY HAVE OTHER SOURCES OF REVENUE ¹⁴	16	69,979	20.8
	TOTAL	87	335,561	

Table 3:22 -- OTHER SOURCES OF LOCALS FINANCES -- Unions from 10,000 to 19,999 Members

		NO. OF UNIONS	NO. OF MEMBERS	% OF TOTAL MEMBERS
1	LOCALS CHARGE WITHDRAWAL FEES ^{8 11}			
	A. A ONCE-FOR-ALL AMOUNT	4	58,866	15.2
	B. A PERIODIC AMOUNT	1	10,454	2.7
	C. OTHER METHODS			
	RANGE	5	69,320	17.9
	LESS THAN \$5.00			
	\$5.00 TO \$9.99			
	\$10.00 TO \$24.99			
	\$25.00 TO \$49.99			
	\$50.00 TO \$99.99			
	\$100.00 AND OVER			
2	LOCALS CHARGE RE-AFFILIATION FEES (TO WITHDRAWEES) ^{9 11}			
	A. IN ADDITION TO DEBTS AND/OR INITIATION FEES	1	18,198	4.7
	B. INSTEAD OF DEBTS AND/OR INITIATION FEES	1	12,449	3.2
	C. OTHER METHODS	5	75,349	19.5
	RANGE	2	36,184	9.3
	LESS THAN \$5.00			
	\$5.00 TO \$9.99			
	\$10.00 TO \$24.99			
	\$25.00 TO \$49.99			
	\$50.00 TO \$99.99			
	\$100.00 AND OVER	1	12,449	3.2
3	LOCALS CHARGE RE-INSTATEMENT FEES ^{10 11}			
	A. IN ADDITION TO DEBTS AND/OR INITIATION FEES	6	92,168	23.8
	B. INSTEAD OF DEBTS AND/OR INITIATION FEES			
	C. OTHER METHODS	16	228,280	59.1
	RANGE	4	65,765	17.0
	LESS THAN \$5.00			
	\$5.00 TO \$9.99	1	10,454	2.7
	\$10.00 TO \$24.99	1	18,149	4.7
	\$25.00 TO \$49.99	1	12,449	3.2
	\$50.00 TO \$99.99			
	\$100.00 AND OVER	1	12,411	3.2
4	LOCALS MAY IMPOSE FINES ¹²	15	222,923	57.7
5	LOCALS MAY LEVY ASSESSMENTS ¹³	15	218,882	56.7
6	LOCALS MAY HAVE OTHER SOURCES OF REVENUE ¹⁴	5	65,834	17.0
	TOTAL	27	385,877	

Table 3-23 -- OTHER SOURCES OF LOCALS FINANCES -- Unions from 20,000 to 29,999 Members

		NO. OF UNIONS	NO. OF ¹ MEMBERS	% OF TOTAL ¹ MEMBERS
1	LOCALS CHARGE WITHDRAWAL FEES ^{8 11}			
	A. A ONCE-FOR-ALL AMOUNT		28,622	9.8
	B. A PERIODIC AMOUNT	1	20,179	6.9
	C. OTHER METHODS			
	RANGE			
	LESS THAN \$5.00			
	\$5.00 TO \$9.99			
	\$10.00 TO \$24.99			
	\$25.00 TO \$49.99			
	\$50.00 TO \$99.99			
	\$100.00 AND OVER			
		1	48,801	16.8
2	LOCALS CHARGE RE-AFFILIATION FEES (TO WITHDRAWNEES) ^{9 11}			
	A. IN ADDITION TO DEBTS AND/OR INITIATION FEES			
	B. INSTEAD OF DEBTS AND/OR INITIATION FEES			
	C. OTHER METHODS			
	RANGE			
	LESS THAN \$5.00			
	\$5.00 TO \$9.99			
	\$10.00 TO \$24.99			
	\$25.00 TO \$49.99			
	\$50.00 TO \$99.99			
	\$100.00 AND OVER			
		4	91,927	31.7
		1	20,179	6.9
3	LOCALS CHARGE RE-INSTATEMENT FEES ^{10 11}			
	A. IN ADDITION TO DEBTS AND/OR INITIATION FEES			
	B. INSTEAD OF DEBTS AND/OR INITIATION FEES			
	C. OTHER METHODS			
	RANGE			
	LESS THAN \$5.00			
	\$5.00 TO \$9.99			
	\$10.00 TO \$24.99			
	\$25.00 TO \$49.99			
	\$50.00 TO \$99.99			
	\$100.00 AND OVER			
		2	49,321	17.0
		5	116,410	40.2
		2	49,321	17.0
		1	20,179	6.9
4	LOCALS MAY IMPOSE FINES ¹²			
5	LOCALS MAY LEVY ASSESSMENTS ¹³			
6	LOCALS MAY HAVE OTHER SOURCES OF REVENUE ¹⁴			
		5	116,509	40.2
		6	141,231	48.7
		4	89,500	30.9
	TOTAL	12	289,526	

Table 3:24 — OTHER SOURCES OF LOCALS FINANCES — Unions over 30,000 Members

		NO. OF UNIONS	NO. OF MEMBERS	% OF TOTAL ¹ MEMBERS
1	LOCALS CHARGE WITHDRAWAL FEES ^{8 11}			
	A. A ONCE-FOR-ALL AMOUNT	3	174,655	20.9
	B. A PERIODIC AMOUNT			
	C. OTHER METHODS			
	RANGE	3	174,655	20.9
	LESS THAN \$5.00			
	\$5.00 TO \$9.99			
	\$10.00 TO \$24.99			
	\$25.00 TO \$49.99			
	\$50.00 TO \$99.99			
	\$100.00 AND OVER			
2	LOCALS CHARGE RE-AFFILIATION FEES (TO WITHDRAWEES) ^{9 11}			
	A. IN ADDITION TO DEBTS AND/OR INITIATION FEES	2	81,913	9.8
	B. INSTEAD OF DEBTS AND/OR INITIATION FEES	1	48,450	5.8
	C. OTHER METHODS	2	81,913	9.8
	RANGE			
	LESS THAN \$5.00			
	\$5.00 TO \$9.99			
	\$10.00 TO \$24.99			
	\$25.00 TO \$49.99			
	\$50.00 TO \$99.99			
	\$100.00 AND OVER			
3	LOCALS CHARGE RE-INSTATEMENT FEES ^{10 11}			
	A. IN ADDITION TO DEBTS AND/OR INITIATION FEES	2	116,435	13.9
	B. INSTEAD OF DEBTS AND/OR INITIATION FEES			
	C. OTHER METHODS	7	426,180	51.0
	RANGE	1	39,174	4.6
	LESS THAN \$5.00	1	42,739	5.1
	\$5.00 TO \$9.99	2	125,711	15.0
	\$10.00 TO \$24.99			
	\$25.00 TO \$49.99			
	\$50.00 TO \$99.99			
	\$100.00 AND OVER			
4	LOCALS MAY IMPOSE FINES ¹²	7	483,190	57.9
5	LOCALS MAY LEVY ASSESSMENTS ¹³	5	335,002	40.1
6	LOCALS MAY HAVE OTHER SOURCES OF REVENUE ¹⁴	1	54,655	6.5
	TOTAL	13	834,370	

4. Other Stipulations Regarding Locals' Finances

The proportion of members in unions which had constitutional provisions for the disposal of locals' funds was relatively small. The proportion was highest in international unions, AFL-CIO/CLC affiliates, and construction unions.

The most elaborate provision was contained in the constitution of the Auto Workers, which stipulated that out of the monthly dues, 5 cents should go to the Special Citizenship Fund, 3 cents to the Education and Research Fund and 1 cent to the Retired Members' Fund. Locals of the American Newspaper Guild had to put 5 per cent of their gross income into a Defence Fund. The Bricklayers' International stipulated that their locals should establish benefit and strike funds, whilst the Carpenters' union permitted their locals to create a Relief and Contingent Fund for aged members and for organizational purposes, etc. The constitution of the International Longshoremen's Association stipulated that no payment could be made for sickness or death unless special funds had been established for this purpose, and the Stoneworkers forbade any local to spend more than \$50 in any one month, other than current business expenses, without the approval of the International Executive Board. The Brotherhood of Locomotive Firemen permitted Canadian locals to establish a Political Education Fund, out of which donations to candidates or parties could be made.

The proportion of members in unions which made provision for the salaries of locals' officers was a little higher than for the previous provision, although still a very small minority. The highest percentages were in the international unions, AFL-CIO/CLC affiliates, and unions in trade.

In the majority of cases, where stipulations were made, the local was permitted to determine the salaries, usually subject to a vote of the membership. In the case of the Grain Millers, the salaries of elected local officials were established in the by-laws. The Canadian Merchant Service Guild empowered its National Executive Board to lay down the salaries of branch secretaries and agents on recommendations received from local management committees. The constitution of the Bakery and Confectionery Workers' stipulated that salaries had to be reported either in the local newspapers or to the General Executive Board. In some constitutions, amounts were stipulated, e.g., the constitution of the Barbers' International stipulated that the local secretary-treasury had to be paid at least \$25 per annum; in the Elevator Constructors' Union, locals with over 75 members had to employ a business representative at a minimum salary equal to the rate of a mechanic for a 40-hour week; local organizers of the Brotherhood of Locomotive Firemen were paid \$5 for each new member and the local financial secretary a minimum of 2 per cent of the monies collected by him; in the Upholsterers' International, an upper limit of \$10 per month was set for local officers.

The constitutional provisions for the auditing of locals' accounts were more prevalent, these provisions being most common in international unions, AFL-CIO/CLC affiliates, and manufacturing unions.

The auditing provisions took many forms. Sometimes an annual audit was stipulated, sometimes quarterly and sometimes semi-annually. In many cases, the audit was to be carried out by persons designated by the local: auditors, trustees, auditing committee, local financial committee, etc. Occasionally, it was stipulated that the audit should be carried out by a chartered public accountant, particularly where either the assets or the revenue of the local were large, e.g., the Transportation-Communication Employees' union stipulated an annual audit by a certified accountant where the annual revenue was \$20,000 or over. Control of the locals' finance was often exercised by a provision requiring the local to submit its books for audit on demand of the General President, Secretary-Treasurer or Executive Board; the latter might appoint an international auditor, or delegate the responsibility to a local public accountant or to one of its own international representatives. The Canadian Association of Industrial Mechanical and Allied Workers had a National Auditing Board which audited each local every three months; the Maintenance of Way Employees employed travelling auditors who audited the locals' accounts each quarter.

TABLE 4: Other Stipulations Regarding Locals' Finances

	A. Disposal of Locals' Funds ¹⁵				B. Salaries of Locals' Officers ¹⁶				C. Auditing of Locals' Account ¹⁷			
	No. of Unions	No. of Members	% of Total Members in the Group	No. of Unions	No. of Members	% of Total Members in the Group	No. of Unions	No. of Membs	% of Total Members in the Group	No. of Unions	No. of Membs	% of Total Members in the Group
:01 All Unions	10	214,600	11.6	26	342,961	18.5				98	1,547,751	83.8
:02 International	9	202,703	16.1	25	339,180	27.0				78	1,183,676	94.2
:03 All-Canadian	1	11,897	2.9	1	3,781	.9				9	290,292	71.2
:04 Provincial	—	—	—	—	—	—				11	73,783	40.4
:05 AFL-CIO/CLC	9	202,703	18.1	24	330,555	29.5				69	1,055,743	94.3
:06 CLC-Only	1	11,897	3.8	2	12,406	3.9				13	283,936	90.8
:07 AFL-CIO-Only	—	—	—	—	—	—				—	—	—
:08 C.N.T.U.	—	—	—	—	—	—				4	82,597	43.3
:09 Independent	—	—	—	—	—	—				12	125,475	59.9
:10 Agriculture	—	—	—	—	—	—				—	—	—
:11 Forestry	—	—	—	—	—	—				1	48,576	81.3
:12 Fishing and Trapping	—	—	—	—	—	—				—	—	—
:13 Mines, Quarries and Oil Wells	—	—	—	—	—	—				1	13,000	58.6
:14 Manufacturing	4	100,740	13.8	12	93,306	12.8				47	642,375	88.1
:15 Construction	3	86,780	36.9	3	91,658	39.0				11	176,142	75.0
:16 Transport, Communications and Other Utilities	3	27,080	7.4	6	88,564	24.4				24	299,660	82.7
:17 Trade	—	—	—	2	35,674	72.5				2	35,674	72.5
:18 Finance, Insurance and Real Estate	—	—	—	—	—	—				—	—	—
:19 Service Industries	—	—	—	2	19,678	19.0				6	79,806	77.0
:20 Public Administration	—	—	—	1	14,081	4.9				6	252,518	88.4
:21 Up to 9,999 members	7	34,657	10.3	16	63,412	18.8				54	210,901	62.8
:22 10,000 – 19,999 members	1	11,897	3.0	6	91,099	23.6				23	325,838	84.4
:23 20,000 – 29,999 members	—	—	—	1	20,000	6.9				9	209,227	72.2
:24 30,000 and over members	2	168,046	20.1	3	168,450	20.1				12	801,785	96.0

For footnotes to tables, see pp. 182-4.

CHAPTER II: DISTRICT FINANCES

The constitutions provided a paucity of information regarding the financing of the districts: 85 of the constitutions analyzed had no provisions. Of the 48 unions whose constitutions had such provisions, only 25¹ indicated any amounts; consequently, no conclusions can be drawn with regard to the range figures.

The all-Canadian unions and CLC-only affiliates showed the highest percentage of members in unions whose constitutions had systems of district finance as well as those which provided for financing from headquarters. The provincial unions, as can be expected, and the CNTU affiliates, which are predominantly provincial, had the lowest percentages.

The unions in mining and the largest union in forestry both had provisions for systems of district finance, thus making the percentage in these two industrial categories higher than the average. Since three of the large unions in public administration had such provisions, the percentage of public administration union members in unions with provisions was also particularly high.

The system of district finance may take several forms: paying charter fees or per capita tax to headquarters, receiving per capita tax from the locals or having other sources of revenue than per capita taxes.

Payment of charter fees and per capita tax to headquarters was found mainly in international unions, in AFL-CIO/CLC affiliates and in unions in manufacturing.

The practice whereby the locals paid per capita taxes to the districts was most common among international unions, independents and AFL-CIO/CLC affiliates; by industry, the percentage was highest amongst members of forestry unions and the number of members greatest in the transport unions.

All-Canadian unions had the highest percentage of members in unions whose districts had other sources of revenue than per capita taxes, as did the CLC-only affiliates. Apart from the mining unions, unions in public administration had the highest percentages, thanks to the adoption of the practice by one of the largest unions.

District Finances: Note on the Tables

In view of the paucity of information regarding district finances, only the original of Table 5:01 ("All Unions") has been reproduced. The breakdown tables have been condensed into three tables in a different form. These three tables contain all the information on the computer tables with the exception of the following:

- (a) Item "3: - The districts pay per capita taxes to headquarters." Only five unions had such provisions; all five were international, affiliated to AFL-CIO/CLC, and in manufacturing industries.
- (b) All range figures. All the range figures for items 2 and 4 refer to international unions; and, with the exception of one CLC-only affiliate and two independents, they refer to AFL-CIO/CLC affiliates. They were more evenly spread over the industrial and size breakdowns, but in view of the small number of them there seemed no point in reproducing them here.

For footnotes to tables, see pp. 182-4.

¹ This figure is derived from a separate check and cannot be deduced from the tables.

Table 5.01 — DISTRICT FINANCES — All Unions

		NO. OF UNIONS	NO. OF MEMBERS	% OF TOTAL MEMBERS
1	DISTRICT FINANCE			
	A. THERE IS NO CONSTITUTIONAL PROVISION	85	996,128	53.9
	B. DISTRICTS ARE FINANCED FROM H.Q.	5	19,838	1.0
	C. THEY HAVE THEIR OWN SYSTEM OF FINANCE	48	829,368	44.9
2	THE DISTRICTS PAY CHARTER FEES TO H.Q. RANGE	16	160,406	8.6
	LESS THAN \$10.00	5	21,485	1.1
	\$10.00 TO \$24.99	4	50,512	2.7
	\$25.00 TO \$49.99	6	79,280	4.2
	\$50.00 AND OVER	1	9,129	.4
3	THE DISTRICTS PAY PER CAPITA TAXES TO H.Q. RANGE (ANNUAL P.C. TAXES)	5	61,071	3.3
	LESS THAN \$2.50	1	16,500	.8
	\$2.50 TO \$4.99			
	\$5.00 TO \$7.49	1	15,500	.8
	\$7.50 TO \$9.99			
	\$10.00 AND OVER	2	3,263	.2
4	THE DISTRICTS RECEIVE PER CAPITA TAXES FROM THE LOCALS RANGE (ANNUAL P.C. TAXES)	28	411,397	22.2
	LESS THAN \$2.50	8	163,314	8.9
	\$2.50 TO \$4.99	1	11,800	.6
	\$5.00 TO \$7.49	1	14,081	.8
	\$7.50 TO \$9.99	1	48,576	2.6
	\$10.00 AND OVER	4	48,880	2.6
5	THE DISTRICTS HAVE OTHER SOURCES OF REVENUE ¹⁸	26	409,953	22.2
	TOTAL	139	1,845,334	

Table 5:1 - DISTRICT FINANCES

	A. No Constitutional Provision				B. Financed From H.Q.				C. Have Own System of Finance			
	No. of Unions	No. of Members	% of Total Members in the Group		No. of Unions	No. of Members	% of Total Members in the Group		No. of Unions	No. of Members	% of Total Members in the Group	
:01 All Unions	85	996,128	53.9		6	19,838	1.0		48	829,368	44.9	
:02 International	44	683,742	54.4		2	6,457	.5		41	565,313	45.0	
:03 All-Canadian	20	149,208	36.6		3	12,441	3.0		4	245,707	60.3	
:04 Provincial	21	163,178	89.4		1	940	.5		3	18,348	10.0	
:05 AFL-CIO/CLC	39	651,122	58.2		2	6,457	.5		36	460,850	41.2	
:06 CLC-Only	16	54,304	17.3		1	9,758	3.1		5	248,464	79.5	
:07 AFL-CIO-Only	2	14,400	100.0		-	-	-		-	-	-	
:08 C.N.T.U.	10	181,939	95.4		-	-	-		1	8,600	4.5	
:09 Independent	18	94,363	45.0		3	3,623	1.7		6	111,454	53.2	
:10 Agriculture	-	-	-		-	-	-		-	-	-	
:11 Forestry	1	11,173	18.6		-	-	-		1	48,576	81.3	
:12 Fishing and Trapping	-	-	-		-	-	-		-	-	-	
:13 Mines, Quarries and Oil Wells	-	-	-		-	-	-		2	22,150	100.0	
:14 Manufacturing	36	448,307	61.5		1	940	.1		22	279,288	38.3	
:15 Construction	10	207,363	88.3		-	-	-		4	27,218	11.6	
:16 Transport, Communications and Other Utilities	24	174,276	48.1		5	18,898	5.2		9	168,915	46.6	
:17 Trade	2	22,400	45.5		-	-	-		2	26,774	54.4	
:18 Finance, Insurance and Real Estate	-	-	-		-	-	-		-	-	-	
:19 Service Industries	5	60,053	58.0		-	-	-		5	43,471	41.9	
:20 Public Administration	7	72,556	25.4		-	-	-		3	212,976	74.5	
:21 Up to 9,999 members	60	214,313	63.8		6	19,838	5.9		21	101,410	30.2	
:22 10,000 - 19,999 members	11	150,027	38.8		-	-	-		16	235,850	61.1	
:23 20,000 - 29,999 members	7	177,198	61.2		-	-	-		5	112,328	38.7	
:24 30,000 - and over members	7	454,590	54.4		-	-	-		6	379,780	45.5	

Table 5:2 – DISTRICT FINANCES – Payment of Charter Fees to H.Q.

	No. of Unions	No. of Members	% of Total Members in the Group
:01 All Unions	16	160,406	8.6
:02 International	16	160,406	12.7
:03 All-Canadian	-	-	-
:04 Provincial	-	-	-
:05 AFL-CIO/CLC	14	132,748	11.8
:06 CLC-Only	1	2,757	.8
:07 AFL-CIO-Only	-	-	-
:08 C.N.T.U.	-	-	-
:09 Independent	1	24,901	11.8
:10 Agriculture	-	-	-
:11 Forestry	-	-	-
:12 Fishing and Trapping	-	-	-
:13 Mines, Quarries and Oil Wells	-	-	-
:14 Manufacturing	10	118,800	16.3
:15 Construction	1	12,449	5.3
:16 Transport, Communications and Other Utilities	2	10,627	2.9
:17 Trade	-	-	-
:18 Finance, Insurance and Real Estate	-	-	-
:19 Service Industries	2	4,449	4.2
:20 Public Administration	1	14,081	4.9
:21 Up to 9,999 members	8	33,317	9.9
:22 10,000 - 19,999 members	6	77,188	20.0
:23 20,000 - 29,999 members	2	49,901	17.2
:24 30,000 - and over members	-	-	-

Table 5:4.5 — DISTRICT FINANCES — Revenue

	4. Receive P.C. Taxes from Locals				5. Have other Sources of Revenue		
	No. of Unions	No. of Members	% of Total Members in the Group		No. of Unions	No. of Members	% of Total Members in the Group
:01 All Unions	28	411,397	22.2		26	409,953	22.2
:02 International	27	376,482	29.9		21	286,588	22.8
:03 All-Canadian	1	34,915	8.5		3	114,490	28.1
:04 Provincial	-	-	-		2	8,875	4.8
:05 AFL-CIO/CLC	23	285,019	25.4		18	216,176	19.3
:06 CLC-Only	2	37,672	12.0		4	117,247	37.5
:07 AFL-CIO-Only	-	-	-		-	-	-
:08 C.N.T.U.	-	-	-		1	8,600	4.5
:09 Independent	3	88,706	42.3		3	67,930	32.4
:10 Agriculture	-	-	-		-	-	-
:11 Forestry	1	48,576	81.3		-	-	-
:12 Fishing and Trapping	-	-	-		-	-	-
:13 Mines, Quarries and Oil Wells	1	9,150	41.3		1	13,000	58.6
:14 Manufacturing	10	114,852	15.7		10	130,920	17.9
:15 Construction	2	14,494	6.1		2	10,729	4.5
:16 Transport, Communications and Other Utilities	7	148,599	41.0		8	135,339	37.3
:17 Trade	1	18,174	36.9		1	8,600	17.4
:18 Finance, Insurance and Real Estate	-	-	-		-	-	-
:19 Service Industries	5	43,471	41.9		2	4,449	4.2
:20 Public Administration	1	14,081	4.9		2	106,916	37.4
:21 Up to 9,999 members	12	48,037	14.3		13	58,912	17.5
:22 10,000 - 19,999 members	10	155,313	40.2		8	118,385	30.6
:23 20,000 - 29,999 members	3	69,901	24.1		2	42,427	14.6
:24 30,000 - and over members	3	138,146	16.5		3	190,229	22.7

CHAPTER III: UNION HEADQUARTERS' FINANCES

1. Sources of Revenue

Out of the income they receive from the members, the locals have to finance the headquarters of their union which, in return, provides the locals with the various services necessary to maintain their functions. Just as the majority of locals charge an initiation fee to new members, so do the majority of unions charge a charter fee to new locals; and just as the main income of the locals is derived from monthly dues, the main income of the headquarters is derived from per capita taxes paid by the locals. The headquarters also usually receive proportions of the various fees which the locals raise from their members, and are usually empowered to levy assessments, impose fines and have other sources of revenue.

A majority of unions (85, representing 71.8 per cent of total union membership) made some provision for charter fees, and practically all unions (137, representing 99.9 per cent) derived per capita taxes from their locals. A majority provided for headquarters to take a proportion of initiation fees (99 unions, representing 76.4 per cent of total membership), but the practice of taking a proportion of other fees was less common, in view of the fact that these fees were also less common at local level. In 58 unions, representing 42.9 per cent of total membership, the headquarters took a proportion of reinstatement fees; but only 13 unions, representing 8.1 per cent of total membership, provided for headquarters to take a proportion of withdrawal fees; and the figures for re-affiliation fees were 11 unions and 6.2 per cent. A majority of union members were in unions which provided for headquarters to levy assessments,¹ impose fines (80 unions, 61.0 per cent of membership) and to have other sources of revenue (83 unions, 67.6 per cent of membership).

Charter fees

The most common system was for the constitution to stipulate a fixed charter fee per local; this system was found in 66 constitutions, whose unions represented 49.2 per cent of total membership. A further eight constitutions, whose unions represented 10.8 per cent of total membership, stipulated a fixed amount per member; in four of the unions the amount per member was paid in addition to the final amount, and in the other four an amount per member was charged but with a minimum total fee. Only five unions, representing 5.5 per cent of total membership, operated the system of charging an amount per charter member only. Of these, the New Brunswick Fish Handlers' Union charged a minimum fee of \$1 per charter member; the International Brotherhood of Electrical Workers had various fees per charter member according to the type of member, \$5 for an A member, \$1.50 for a BA member, and \$3 for those under 18 and over 56.

Of the unions in which a fixed amount was indicated (74, representing 60 per cent of total membership), 55 of them, representing 51.6 per cent of total membership, fell within the range of \$10.00 and \$49.99. In the few cases where an amount per member was charged, the majority of constitutions stipulated an amount of less than \$5.

Mention should be made of the Brewery Workers' International and the United Mine Workers. The former allowed the charter fees to be waived during organizing campaigns. In the latter, locals which were organized by a local organizer paid a \$37 charter fee as against the normal \$30, \$7 being retained by the organizer.

The practice of charging charter fees was most common among the international unions and among AFL-CIO/CLC affiliates, and unions in the construction industry. On the average, the international unions, the independent unions and unions in the service sector charged the highest fees.

Per Capita Tax²

The most common practice for the payment of per capita tax was for these to be paid by the local to the headquarters out of their general income; this occurred in 111 unions representing 80.7

¹ 90 unions, with 1,153,970 members, representing 62.5 per cent of total membership — figures not derived directly from the table.

² The per capita tax is normally paid monthly, although in some unions it is paid quarterly, and in others it is stated in weekly terms. In these cases, the monthly per capita tax has been calculated and used in the tables.

per cent of total membership. In only 16 unions, representing 8.5 per cent of total membership, were the taxes collected directly by the headquarters from the individual members; and in only seven unions, representing 9.4 per cent of total membership, did the local send all its dues to headquarters and receive a refund.

In the majority of unions, the constitution specified a single amount per member; altogether, 80 unions representing 57.3 per cent of total membership. There was, however, a sizable number of unions, particularly among those where the per capita taxes were paid by the local to headquarters, in which several amounts were stipulated; altogether, there were 26 such unions, representing 18 per cent of total membership.

In some unions, such as the Hatters' International, there were different per capita taxes for females and males. In others, such as the Lathers' International, locals paid a lower per capita tax for apprentices than for journeymen. The Bookbinders' International had a more complicated system, in which the local paid \$1.05 for junior women, \$1.10 for class B workers, \$1.25 for journeywomen, \$1.35 for junior men, \$1.85 for journeymen. In the case of the I.B.E.W., members on withdrawal cards paid direct to headquarters a per capita tax which was higher than the normal per capita tax instead of paying monthly dues to the local; in addition, there was a lower per capita tax for "BA" members than for "A" members.

In some cases, the amount varied according to the type of local; e.g., the Structural Iron Workers charged \$1.00 per member for shopmen's locals and navy yard riggers as against the usual \$2.75; the Firemen and Oilers' Brotherhood charged \$2.00 for railroad locals and \$2.50 for others. The Lithographers' International charged a lower per capita tax for production members than for journeymen and apprentices. In some unions, the tax was based on members' income, e.g., the National Association of Broadcast Employees charged 1 1/3 per cent of members' income; the International Longshoremen's Association charged 17/22 of one cent per hour worked, with a minimum of \$.85 per month. The American Newspaper Guild charged its locals 1 5/8 per cent of the average top reporter minimum salary, but not more than 50 per cent of the monthly dues. The Potters' International charged 1 per cent of earnings, locals having a dues check-off paying an increased percentage. The Service Employees' Federation charged \$1.05 plus \$.02 for each organizer in the region; the Montreal Steel and Foundry Workers' Union charged an amount according to the type of service required; the Upholsterers' International normally charged \$1.25, but for locals which did not employ business representatives the tax was \$1.35. The Glass and Ceramic Workers charged 48 per cent, and the Tobacco Workers 50 per cent, of local dues.

Among the unions in which the local sent all dues to headquarters and received a refund were the Saskatchewan Government Employees' Association, the Quebec Government Employees' and the Radio and Television Employees. The first-named refunded 11 per cent of dues to locals of more than 300 members, 17 per cent to locals of 101 to 300 members, and 23 per cent to locals of 100 members or less, no local to receive less than \$275 per annum; in the Quebec union, each local received \$500 per annum plus \$2 per member up to 200 members and \$3 per member for each member over 200 with extra payments for sections which covered wide areas or catered for seasonal workers; in the Association of Radio and Television Employees of Canada³, one sixth of the dues paid to the centre were placed in a fund for distribution to the locals. In the Canadian Merchant Service Guild, the local received any fees or dues which it charged above the minimum established by the convention. In those cases where the amount was not stipulated, the convention (or congress) usually decided the amount.

The two unions whose constitution made no provision for per capita tax were both in the transportation sector; one was all-Canadian and the other provincial; one a CLC-only affiliate and the other AFL-CIO-only. All the international unions, as well as CNTU affiliates and independents, made such provision.

The percentages of members in unions in which the per capita taxes were collected direct by headquarters were highest among all-Canadian unions, CLC-only affiliates and unions in public administration.

³ Now affiliated with the Canadian Union of Public Employees.

In considering the range figures, it should be borne in mind that the minimums and maximums refer to those unions which established various amounts, according to the income or type of member or local. The majority of members were in unions whose per capita taxes were between \$1 and \$2.99 (64 per cent in unions with minimums, and 56 per cent in unions with maximums in this range). The number of unions (and percentage of members they represented) in which per capita taxes were above \$4, was insignificant. Whereas the largest percentage of members of international unions were in unions with per capita taxes in the \$2–2.99 range, the largest percentage of members of all-Canadian and provincial unions were in the unions with taxes in the \$1–1.99 range. The percentage of membership of provincial unions in unions which stipulated a minimum of \$2 and over was very small.

Chart III⁴ shows graphically the percentage of total membership in unions whose constitution stipulated minimum per capita taxes within the ranges indicated, comparing the percentage for all unions with those for international, all-Canadian and provincial unions. The bars on the extreme right show the percentages in unions whose constitutions did not stipulate a minimum; these figures are derived by subtracting the totals of the other figures from 100. Since the practice of stipulating a fixed amount was more common for per capita taxes than for initiation fees and monthly dues, the minimum in this chart can be more easily considered as the actual amount charged.

Proportion of Fees

In addition to charging a charter fee and a per capita tax, the majority of union headquarters received a proportion of the fees which the locals charged.

Since the initiation fee is the most common, the number of unions which took a proportion of such fees was higher than the number of unions which did so for the other fees. Of the 99 unions which took a proportion of the initiation fees, 57 of them, representing 51.3 per cent of total membership, took a fixed amount. In the majority of cases, the amount taken was less than \$5 and in only a small number of cases did it rise above \$10. In the few cases where a percentage was taken, 50 per cent was the most common figure (all those within the range 40–59 per cent were 50 per cent).

Since the number of unions which provided for their locals to charge withdrawal and re-affiliation fees was very small, the number of unions in which the headquarters took a proportion of these fees was also very small. In those few cases where a proportion was taken, the most common system was to take a fixed amount.

The practice of charging reinstatement fees was more common than that of withdrawal and re-affiliation fees but less than that of initiation fees. Consequently the figures for the proportion of such fees taken by headquarters fell between the other two categories. In 58 unions, representing 42.9 per cent of total membership, provision was made for headquarters to take a proportion of reinstatement fees. Here again, the most common practice was for the constitution to stipulate a fixed amount and the majority of such amounts fell below \$5⁵.

In some constitutions which stipulated a percentage of the fees, a maximum or minimum amount was also stipulated. For instance, the United Electrical Workers, whose headquarters took 50 per cent of the initiation and reinstatement fees established a maximum of \$2; the I.B.E.W., whose headquarters also took 50 per cent of both fees, established a maximum of \$60; on the other hand, the Office Employees' International and the Oil Workers' International, in both of which the headquarters took 25 per cent of the initiation fees, established, respectively, minimums of \$1.00 and \$2.55. The Sheet Metal Workers International stipulated that headquarters would receive 15 or 10 per cent, whichever is the larger, of the initiation and reinstatement fees.

In the Boilermakers' Union, the proportion of initiation and reinstatement fees paid to headquarters was calculated on a sliding scale, according to the fees charged by the locals themselves. In the Bakery Workers' International, headquarters received \$4 where the initiation fee was \$25 or less and otherwise received \$10. In the Technical Engineers Federation, the locals paid a proportion of

⁴ See Appendix B, p. 192.

⁵ This table should be read alongside Table 3:01 to compare the provisions for fee-charging powers of the locals with the powers of headquarters to take a proportion of those fees.

the initiation fee, as determined by the president, when they were receiving financial organizing assistance from headquarters. In the Newspaper Guild, the proportion of initiation fee was \$1 if the local was not covered by a contract and \$3 otherwise.

Since the practice of charging initiation, withdrawal, re-affiliation and reinstatement fees was most common among international unions and AFL-CIO/CLC affiliates, there was greater provision in their constitutions than in those of the other categories, for headquarters to take a proportion of such fees. Industry-wise, the percentages were highest in manufacturing for initiation fees, in construction for withdrawal and reinstatement fees and in the service sector for re-affiliation fees.

Assessments, Fines, Other Sources of Revenue

Provisions permitting headquarters to levy assessments were more common than those for local unions; in the constitutions of 91 unions representing 63.3 per cent of total membership such provisions existed.⁶ As was not the case for local assessments, the purpose of assessments by headquarters was, in many cases, clearly stipulated. However, there were a large number of unions where the purpose was not stipulated and such cases have been classified under "Other Purposes".

In many cases the levying of assessments was subject to ratification by a referendum or by a subsequent convention, and limits were also placed upon the duration and the amount. In some cases they were levied in order to raise either the strike fund or some other fund to a fixed level, and often on members authorized to work during a strike. The constitution of the Bookbinders' permitted headquarters to levy an assessment when finances were inadequate for defence or other purposes; the assessment was subject to a referendum, limited to a maximum of eight weeks and of 10 per cent of earnings. The Distillery Workers' Union could levy an assessment in order to maintain the strike fund at \$400,000. The United Electrical Workers established a maximum of \$1 per month each six months. Members of the Glass and Ceramic Workers Union who were authorized to work during a strike had to pay assessments of 10 per cent of total gross earnings. The constitution of the Grain Millers' Federation established a maximum of \$1 per member per month, maximum of six months in any one year, and required the approval of 75 per cent of the General Executive Board. In the case of the Leather and Plastic Workers' International, all assessments required the approval of the convention, and 30 days' notice had to be given before the convention. The General Executive Board of the Hotel and Restaurant Employees' Union had power to levy from one cent to 50 cents per member per month if any of its funds became in danger of being exhausted. Among other things, the Longshoremen's and Warehousemen's Union stipulated political action as a purpose for assessment, for which it could levy up to \$1 per annum with the approval of a referendum. The Packinghouse Workers' Union established a maximum of \$5 per member per month for strike assessments, and \$1 per annum for other purposes; these maxima could only be exceeded by vote of convention or referendum. The Plasterers' International stipulated as one of its unforeseen emergencies, the possible occasion when a large number of members were in the armed services. The Teamsters' Union could levy an assessment of \$1 per member per month when the assets of the union fell below \$20 million, such assessments to continue until the assets had reached \$25 million. The Pulp and Paper Workers of Canada could levy an assessment for strike purposes of up to 5 per cent of gross earnings.

More union constitutions empowered headquarters to levy fines than they did for locals, 80 constitutions whose unions represented 61 per cent of total membership containing such provisions. Fines might be imposed direct upon the members, or upon the officers of the local, the locals themselves, districts or district officers, and upon the international or national officers. Often the amounts of, and reasons for, the fines were not stipulated. Among those in which they were stipulated were the Guild of Variety Artists, which laid down a minimum fine of \$250 for crossing a picket line, \$100 for appearing at a non-union establishment or with non-union performers, and unspecified fines for violating the constitution; District 50 (U.M.W.A.) fined its locals \$25 for not being represented at the convention; the Barbers' International imposed a \$25 fine on the local for false reporting of votes, \$50 for allowing the directory to be used for non-union purposes; the Bricklayers' Union could impose a fine of up to \$1,000 on the local secretary for publishing defamatory material, and unspecified fines for supporting the communist party or the I.W.W., for failing to sign delegates credentials, etc. Among those which established maximum fines were the

⁶ Items 4A, 4B, 4C, and 4D in the tables are not mutually exclusive. Consequently the number of unions with provisions for assessments, and the percentage of total membership in those unions, has had to be calculated independently.

Elevator Constructors, which had a maximum of \$100, the Office Employees, with a maximum of \$50 on members or \$500 on locals, the Longshoremen and Warehousemen, with a maximum of \$500 and the Musicians' Federation with a maximum of \$5,000.

A majority of constitutions, whose unions represented just over 2/3 total membership, contained provisions for other sources of revenue. This mainly consisted of income from investments, sale of supplies, fees of members-at-large, charter fees of auxiliaries (e.g., ladies' auxiliaries), revenue from sales of journals, etc. The Canadian Television and Radio Artists (A.C.T.R.A.) charged work permit fees for non-members engaged to work within the association's jurisdiction. The constitution of the Brick and Clay Workers' referred to "any other lawful income". In the case of the Chemical Workers' Union, monies derived from the liquidation of local assets went to the headquarters. The constitution of the Seafarers' International referred to "contributions, loans, interest, dividends and all other income derived from any other legitimate business operation or other legitimate source". In the case of the Quebec-based Federation of Authors and Artists, which charged a monthly per capita tax of 25¢ the expenses not met by this tax were shared among the affiliated locals on a pro rata basis.

The constitutional provisions for levying assessments were most common among international unions, AFL-CIO/CLC affiliates and unions in transportation. A high proportion of CNTU members, as well as of unions in manufacturing and trade, was in unions which made provision for assessments for a defence fund.

International unions, AFL-CIO/CLC affiliates and unions in the service sector had the highest percentage of members in unions making provision for fines.

International unions, independents, and unions in trade had the highest percentages relating to other sources of revenue.

Union Headquarters' Finances. — Tables Omitted

(a) Table 6:10. Unions in Agriculture.

Table 6:12. Unions in Fishing and Trapping.

Table 6:18. Unions in Finance, Insurance and Real Estate.

} There were no unions in these categories.

(b) Table 6:07. AFL-CIO-only Affiliates. In both unions the link between the headquarters and the member was direct, the headquarters taking the whole of the finance direct from the members.

(c) Table 6:11. Unions in Forestry.

(i) Charter fees. Of the two unions, one of them, representing 18.6 per cent of the total. Membership of the group, had no provision for charter fees; the other, had a fixed amount which fell between \$10 and \$24.99.

(ii) Per Capita Taxes. In both unions, per capita taxes were paid by the local to headquarters; the larger one paid a specified single amount of less than \$2.50; in the smaller one the amount was not stipulated.

(iii) There were no provisions for headquarters to take a proportion of any of the fees.

(iv) There was provision in the constitution of the larger union only for assessments (for other purposes only), for fines and for other sources of revenue.

(d) Table 6:13. Unions in Mines, Quarries and Oil Wells.

(i) Of the two unions, both charged a fixed charter fee per local; one of them, representing 58.6 per cent of the total, fell between \$10 and \$24.99; the other, between \$25 and \$49.99.

(ii) In both unions, per capita tax — a specified single amount per member — was paid by the local to headquarters. In both cases, it fell in the range of less than \$2.50.

(iii) In both unions, headquarters took a fixed amount of the initiation fees. In the larger union, the amount was less than \$5, in the smaller union, between \$25 and \$49.99. In neither union was there provision for a proportion of withdrawal or reaffiliation fees. In the larger union, there was provision for a fixed amount of reinstatement fees, the amount falling in the range of less than \$5. In the smaller union, there was provision for a proportion of other fees.

(iv) In the larger union, headquarters had power to levy assessments for "other purposes"; both unions had power to impose fines and had other sources of revenue.

For footnotes to tables, see pp. 182-4.

Table 6:01 — UNION H.Q. FINANCES — All Unions

		NO. OF UNIONS	NO. OF MEMBERS	% OF TOTAL MEMBERS
1	CHARTER FEES CHARGED TO LOCALS			
	A. NO PROVISION	54	522,071	28.2
	B. A FIXED AMOUNT PER LOCAL	66	908,166	49.2
	C. AN AMOUNT PER CHARTER MEMBER	5	102,756	5.5
	D. A FIXED AMOUNT, PLUS AMOUNT PER MEMBER	4	48,354	2.6
	E. AMOUNT PER MEMBER, BUT MINIMUM TOTAL FEE	4	152,847	8.2
	F. OTHER METHODS ¹⁹	6	111,140	6.0
	RANGE ²⁰ — — FIXED AMOUNT — — — —			
	LESS THAN \$10.00	11	116,581	6.3
	\$10.00 TO \$24.99	21	487,711	26.4
	\$25.00 TO \$49.99	34	466,639	25.2
	\$50.00 TO \$99.99	9	69,679	3.7
	\$100.00 AND OVER	1	2,838	.1
	AMOUNT PER MEMBER — LESS THAN \$5.00	9	244,167	13.2
	\$5.00 TO \$9.99	4	59,790	3.2
	\$10.00 TO \$19.99			
	\$20.00 AND OVER			
2	PER CAPITA TAX PAID BY LOCALS			
	A. NO PROVISION FOR PER CAPITA TAX	2	2,750	.1
	B. PER CAPITA TAXES COLLECTED BY H.Q. DIRECT	16	157,972	8.5
	1 SPECIFIED SINGLE AMOUNT PER MEMBER	3	9,902	.5
	2 SEVERAL AMOUNTS ACCORDING TO TYPE OF MEMBER	4	19,320	1.0
	3 AMOUNT NOT STIPULATED	9	128,750	6.9
	C. PER CAPITA TAXES PAID BY LOCAL TO H.Q.	111	1,490,557	80.7
	1 SPECIFIED SINGLE AMOUNT PER MEMBER	77	1,049,340	56.8
	2 SEVERAL AMOUNTS ACCORDING TO TYPE OF MEMBER	22	315,188	17.0
	3 AMOUNT NOT STIPULATED	12	126,029	6.8
	D. LOCAL SENDS ALL DUES TO H.Q. WHICH REFUNDS SOME	7	174,819	9.4
	E. OTHER METHODS ²¹ 22	3	19,236	1.0
	RANGE			
	MINIMUM			
	LESS THAN \$1.00	18	188,914	10.23
	\$1.00 TO \$1.99	32	568,349	30.79
	\$2.00 TO \$2.99	40	611,659	33.14
	\$3.00 TO \$3.99	11	134,255	7.27
	\$4.00 TO \$4.99	0	0	.00
	\$5.00 TO \$5.99	0	0	.00
	\$6.00 TO \$6.99	0	0	.00
	\$7.00 TO \$7.99	0	0	.00
	\$7.50 AND OVER	0	0	.00

LESS THAN \$1.00
\$1.00 TO \$1.99
\$2.00 TO \$2.99
\$3.00 TO \$3.99
\$4.00 TO \$4.99
\$5.00 TO \$5.99
\$6.00 TO \$6.99
\$7.00 TO \$7.49
\$7.50 AND OVER

16	170,825	9.25
26	369,595	20.02
38	666,093	36.09
12	175,984	9.53
1	1,456	.07
3	20,468	1.10
0	0	.00
0	0	.00
1	2,330	.12

H.Q. TAKES A PROPORTION OF

1 A FIXED AMOUNT
2 A PERCENTAGE
3 A MINIMUM AND/OR MAXIMUM
4 SOME OTHER METHOD²³-----
RANGE AMOUNT - - -

1 A FIXED AMOUNT					
2 A PERCENTAGE					
3 A MINIMUM AND/OR MAXIMUM					
4 SOME OTHER METHOD ²³					
RANGE	AMOUNT	-	-	-	LESS THAN \$5.00
					\$5.00 TO \$9.99
					\$10.00 TO \$24.99
					\$25.00 TO \$49.99
					\$50.00 AND OVER
	PERCENTAGE	-	-	-	0 - 19 %
					20 - 39 %
					40 - 59 %
					60 - 79 %
					80 - 100%

57	947,149	51.3
25	238,902	12.9
6	81,049	4.3
11	147,090	7.9
47	867,873	47.0
11	186,794	10.1
6	35,639	1.9
4	37,088	2.0
1	3,213	.1
4	22,900	1.2
2	10,502	.5
11	175,807	9.5
1	1,200	
7	28,493	1.5

1	A FIXED AMOUNT	
2	A PERCENTAGE	
3	A MINIMUM AND/OR MAXIMUM	-----
4	SOME OTHER METHOD	-----
	RANGE	AMOUNT

1 A FIXED AMOUNT				
2 A PERCENTAGE				
3 A MINIMUM AND/OR MAXIMUM				
4 SOME OTHER METHOD				
RANGE	AMOUNT	-	-	LESS THAN \$5.00
				\$5.00 TO \$9.99
				\$10.00 TO \$24.99
				\$25.00 TO \$49.99
				\$50.00 AND OVER
	PERCENTAGE	-	-	0 - 19 %
				20 - 39 %
				40 - 59 %
				60 - 79 %
				80 - 100 %

11	144,343	7.8
2	6,411	.3
7	109,168	5.9
3	31,962	1.7
1	3,213	.1
2	6,411	.3

Table 6:01 (Concluded)

		NO. OF UNIONS	NO. OF MEMBERS	% OF TOTAL MEMBERS
C. RE-AFFILIATION FEE				
1	A FIXED AMOUNT	10	114,756	6.2
2	A PERCENTAGE	1	1,370	
3	A MINIMUM AND/OR MAXIMUM			
4	SOME OTHER METHOD			
	RANGE			
	AMOUNT			
	LESS THAN \$5.00	3	68,348	3.7
	\$5.00 TO \$9.99	3	24,079	1.3
	\$10.00 TO \$24.99	3	21,604	1.1
	\$25.00 TO \$49.99	1	725	
	\$50.00 AND OVER			
	PERCENTAGE			
	0 - 19 %			
	20 - 39 %	1	1,370	
	40 - 59 %			
	60 - 79 %			
	80 - 100 %			
D. RE-INSTATEMENT FEES				
1	A FIXED AMOUNT	34	504,839	27.3
2	A PERCENTAGE	17	181,639	9.8
3	A MINIMUM AND/OR MAXIMUM	2	21,492	1.1
4	SOME OTHER METHOD ²⁴	5	88,461	4.7
	RANGE			
	AMOUNT			
	LESS THAN \$5.00	21	403,834	21.8
	\$5.00 TO \$9.99	7	76,375	4.1
	\$10.00 TO \$24.99	6	40,155	2.1
	\$25.00 TO \$49.99	4	12,872	.6
	\$50.00 AND OVER			
	PERCENTAGE			
	0 - 19 %	2	5,600	.3
	20 - 39 %	1	836	
	40 - 59 %	12	170,222	9.2
	60 - 79 %	1	1,200	.2
	80 - 100 %	1	3,781	5.7
		9	105,728	
E. OTHER FEES²⁵				
4	H.Q. MAY LEVY ASSESSMENTS FOR			
	A. CONVENTION EXPENSES	9	74,666	4.0
	B. DEFENCE FUND	31	469,508	25.4
	C. UNION JOURNAL	7	50,782	2.7
	D. OTHER PURPOSES ²⁶	76	884,490	47.9
5	H.Q. MAY IMPOSE FINES ²⁷	80	1,126,937	61.0
6	H.Q. HAS OTHER SOURCES OF REVENUE ²⁸	83	1,248,539	67.6
	TOTAL	139	1,845,334	

Table 6:02 -- UNION H.Q. FINANCES -- International Unions

		NC. OF UNIONS	NO. OF MEMBERS	% OF TOTAL MEMBERS
1	CHARTER FEES CHARGED TO LOCALS			
	A. NO PROVISION	17	219,385	17.4
	B. A FIXED AMOUNT PER LOCAL	57	805,722	64.1
	C. AN AMOUNT PER CHARTER MEMBER	4	102,101	8.1
	D. A FIXED AMOUNT, PLUS AMOUNT PER MEMBER	4	48,354	3.8
	E. AMOUNT PER MEMBER, BUT MINIMUM TOTAL FEE	2	44,387	3.5
	F. OTHER METHODS ¹⁹	3	35,563	2.8
	RANGE ²⁰ -- - FIXED AMOUNT -- -	5	34,881	2.7
	LESS THAN \$10.00	17	360,907	28.7
	\$10.00 TO \$24.99	33	464,235	36.9
	\$25.00 TO \$49.99	9	69,679	5.5
	\$50.00 TO \$99.99	1	2,838	.2
	\$100.00 AND OVER	6	135,052	10.7
	AMOUNT PER MEMBER -- LESS THAN \$5.00	4	59,790	4.7
	LESS THAN \$5.00			
	\$5.00 TO \$9.99			
	\$10.00 TO \$19.99			
	\$20.00 AND OVER			
2	PER CAPITA TAX PAID BY LOCALS			
	A. NO PROVISION FOR PER CAPITA TAX	4	18,629	1.4
	B. PER CAPITA TAXES COLLECTED BY H.Q. DIRECT			
	1 SPECIFIED SINGLE AMOUNT PER MEMBER	3	17,724	1.4
	2 SEVERAL AMOUNTS ACCORDING TO TYPE OF MEMBER	1	905	
	3 AMOUNT NOT STIPULATED	81	1,106,047	88.0
	C. PER CAPITA TAXES PAID BY LOCAL TO H.Q.	62	860,366	68.5
	1 SPECIFIED SINGLE AMOUNT PER MEMBER	18	242,207	19.2
	2 SEVERAL AMOUNTS ACCORDING TO TYPE OF MEMBER	1	3,474	.2
	3 AMOUNT NOT STIPULATED	1	130,000	10.3
	D. LOCAL SENDS ALL DUES TO H.Q. WHICH REFUNDS SOME	1	836	
	E. OTHER METHODS ^{21 22}			
	RANGE			
	MINIMUM			
	LESS THAN \$1.00	10	160,433	12.77
	\$1.00 TO \$1.99	26	395,158	31.47
	\$2.00 TO \$2.99	33	541,789	43.15
	\$3.00 TO \$3.99	11	134,255	10.69
	\$4.00 TO \$4.99	0	0	.00
	\$5.00 TO \$5.99	0	0	.00
	\$6.00 TO \$6.99	0	0	.00
	\$7.00 TO \$7.49	0	0	.00
	\$7.50 AND OVER	0	0	.00

Table 6:02 (Concluded)

MAXIMUM				
LESS THAN \$1.00				
		8	142,348	11.33
	\$1.00 TO \$1.99	22	234,195	18.65
	\$2.00 TO \$2.99	32	631,098	50.26
	\$3.00 TO \$3.99	12	175,984	14.01
	\$4.00 TO \$4.99	0	0	.00
	\$5.00 TO \$5.99	3	20,468	1.63
	\$6.00 TO \$6.99	0	0	.00
	\$7.00 TO \$7.49	0	0	.00
	\$7.50 AND OVER	1	2,330	.13
H.Q. TAKES A PROPORTION OF				
A. INITIATION FEE				
1 A FIXED AMOUNT				
2 A PERCENTAGE				
3 A MINIMUM AND/OR MAXIMUM				
4 SOME OTHER METHOD ²³				
RANGE	AMOUNT			
	LESS THAN \$5.00	47	763,350	60.7
	\$5.00 TO \$9.99	15	169,894	13.5
	\$10.00 TO \$24.99	6	81,049	6.4
	\$25.00 TO \$49.99	9	136,717	10.8
	\$50.00 AND OVER	38	687,287	54.7
		11	186,794	14.8
		6	35,639	2.8
		4	37,088	2.9
PERCENTAGE				
	0 - 19 %	3	19,800	1.5
	20 - 39 %	2	10,502	.8
	40 - 59 %	9	138,392	11.0
	60 - 79 %	1	1,200	
	80 - 100 %			
B. WITHDRAWAL FEE				
1 A FIXED AMOUNT				
2 A PERCENTAGE				
3 A MINIMUM AND/OR MAXIMUM				
4 SOME OTHER METHOD				
RANGE	AMOUNT			
	LESS THAN \$5.00	10	141,130	11.2
	\$5.00 TO \$9.99	2	6,411	.5
	\$10.00 TO \$24.99			
	\$25.00 TO \$49.99	7	109,168	8.6
	\$50.00 AND OVER	3	31,962	2.5
PERCENTAGE				
	0 - 19 %			
	20 - 39 %			
	40 - 59 %	2	6,411	.5

C. RE-AFFILIATION FEE					
1	A FIXED AMOUNT			10	114,756
2	A PERCENTAGE			1	1,370
3	A MINIMUM AND/OR MAXIMUM				
4	SOME OTHER METHOD				
	RANGE	AMOUNT	- - - - -		
		LESS THAN \$5.00			
		\$5.00 TO \$9.99		3	68,348
		\$10.00 TO \$24.99		3	24,079
		\$25.00 TO \$49.99		3	21,604
		\$50.00 AND OVER		1	725
	PERCENTAGE	- - - - -			
		0 - 19 %			
		20 - 39 %		1	1,370
		40 - 59 %			.1
		60 - 79 %			
		80 - 100%			
D. RE-INSTATEMENT FEES					
1	A FIXED AMOUNT			33	501,626
2	A PERCENTAGE			14	172,258
3	A MINIMUM AND/OR MAXIMUM			2	21,492
4	SOME OTHER METHOD ²⁴			4	87,561
	RANGE	AMOUNT	- - - - -		
		LESS THAN \$5.00		21	403,834
		\$5.00 TO \$9.99		7	76,375
		\$10.00 TO \$24.99		5	36,942
		\$25.00 TO \$49.99		4	12,872
		\$50.00 AND OVER			
	PERCENTAGE	- - - - -			
		0 - 19 %		1	836
		20 - 39 %		12	170,222
		40 - 59 %		1	1,200
		60 - 79 %			
		80 - 100%		9	105,728
E. OTHER FEES ²⁵					
4	H.Q. MAY LEVY ASSESSMENTS FOR				
	A. CONVENTION EXPENSES			7	53,499
	B. DEFENCE FUND			24	390,378
	C. UNION JOURNAL			6	50,507
	D. OTHER PURPOSES ²⁶			58	735,817
5	H.Q. MAY IMPOSE FINES ²⁷			65	978,030
6	H.Q. HAS OTHER SOURCES OF REVENUE ²⁸			62	918,241
				87	1,255,512
					TOTAL

Table 6:03 - UNION H.Q. FINANCES - All-Canadian Unions

		NO. OF UNIONS	NO. OF MEMBERS	% OF TOTAL MEMBERS
1	CHARTER FEES CHARGED TO LOCALS			
	A. NO. PROVISION	19	194,921	47.8
	B. A FIXED AMOUNT PER LOCAL	4	57,540	14.2
	C. AN AMOUNT PER CHARTER MEMBER			
	D. A FIXED AMOUNT, PLUS AMOUNT PER MEMBER	2	108,460	26.6
	E. AMOUNT PER MEMBER, BUT MINIMUM TOTAL FEE	2	46,035	11.3
	F. OTHER METHODS ¹⁹	3	54,240	13.3
	RANGE ²⁰ - - - FIXED AMOUNT - - -	2	109,760	26.9
	LESS THAN \$10.00	1	2,400	.5
	\$10.00 TO \$24.99			
	\$25.00 TO \$49.99			
	\$50.00 TO \$99.99			
	\$100.00 AND OVER			
	AMOUNT PER MEMBER - LESS THAN \$5.00	2	108,460	26.6
	\$5.00 TO \$9.99			
	\$10.00 TO \$19.99			
	\$20.00 AND OVER			
2	PER CAPITA TAX PAID BY LOCALS			
	A. NO. PROVISION FOR PER CAPITA TAX	1	900	.2
	B. PER CAPITA TAXES COLLECTED BY H.Q. DIRECT	10	130,762	32.1
	1 SPECIFIED SINGLE AMOUNT PER MEMBER	2	8,940	2.1
	2 SEVERAL AMOUNTS ACCORDING TO TYPE OF MEMBER	1	1,596	.3
	3 AMOUNT NOT STIPULATED	7	120,226	29.5
	C. PER CAPITA TAXES PAID BY LOCAL TO H.Q.	12	253,100	62.1
	1 SPECIFIED SINGLE AMOUNT PER MEMBER	9	149,265	36.6
	2 SEVERAL AMOUNTS ACCORDING TO TYPE OF MEMBER	2	71,250	17.4
	3 AMOUNT NOT STIPULATED	1	32,585	7.9
	D. LOCAL SENDS ALL DUES TO H.Q. WHICH REFUNDS SOME	3	9,094	2.2
	E. OTHER METHODS ²¹ 22	1	13,500	3.3
	RANGE			
	MINIMUM	4	17,900	4.39
	LESS THAN \$1.00	3	144,795	35.54
	\$1.00 TO \$1.99	6	66,760	16.38
	\$2.00 TO \$2.99	0	0	.00
	\$3.00 TO \$3.99	0	0	.00
	\$4.00 TO \$4.99	0	0	.00
	\$5.00 TO \$5.99	0	0	.00
	\$6.00 TO \$6.99	0	0	.00
	\$7.00 TO \$7.49	0	0	.00
	\$7.50 AND OVER	0	0	.00

Table 6:03 (Concluded)

		NO. OF UNIONS	NO. OF MEMBERS	% OF TOTAL MEMBERS
C. RE-AFFILIATION FEE				
1	A FIXED AMOUNT			
2	A PERCENTAGE			
3	A MINIMUM AND/OR MAXIMUM			
4	SOME OTHER METHOD			
	RANGE			
	AMOUNT			LESS THAN \$5.00
				\$5.00 TO \$9.99
				\$10.00 TO \$24.99
				\$25.00 TO \$49.99
				\$50.00 AND OVER
	PERCENTAGE			0 - 19 %
				20 - 39 %
				40 - 59 %
				60 - 79 %
				80 - 100%
D. RE-INSTATEMENT FEES				
1	A FIXED AMOUNT	1	3,213	.7
2	A PERCENTAGE	2	6,281	1.5
3	A MINIMUM AND/OR MAXIMUM			
4	SOME OTHER METHOD ²⁴	1	900	.2
	RANGE			
	AMOUNT			LESS THAN \$5.00
				\$5.00 TO \$9.99
				\$10.00 TO \$24.99
				\$25.00 TO \$49.99
				\$50.00 AND OVER
	PERCENTAGE			0 - 19 %
				20 - 39 %
				40 - 59 %
				60 - 79 %
				80 - 100%
E. OTHER FEES²⁵				
4	H.Q. MAY LEVY ASSESSMENTS FOR			
	A.CONVENTION EXPENSES	1	13,500	3.3
	B.DEFENCE FUND	2	34,181	8.3
	C.UNION JOURNAL			
	D.OTHER PURPOSES ²⁶			
5	H.Q. MAY IMPOSE FINES ²⁷	10	82,345	20.2
6	H.Q. HAS OTHER SOURCES OF REVENUE ²⁸	6	87,620	21.5
		14	275,419	67.6
	TOTAL	27	407,356	

Table 6:04 - UNION H.Q. FINANCES - Provincial Unions

		NC. OF UNIONS	NO. OF MEMBERS	% OF TOTAL MEMBERS
1	CHARTER FEES CHARGED TO LOCALS			
	A. NO PROVISION	18	107,765	59.0
	B. A FIXED AMOUNT PER LOCAL	5	44,504	24.3
	C. AN AMOUNT PER CHARTER MEMBER	1	655	.3
	D. A FIXED AMOUNT, PLUS AMOUNT PER MEMBER			
	E. AMOUNT PER MEMBER, BUT MINIMUM TOTAL FEE			
	F. OTHER METHODS ¹⁹ -----			
	RANGE ²⁰ - - - FIXED AMOUNT - - -			
	LESS THAN \$10.00	1	29,542	16.1
	\$10.00 TO \$24.99	3	27,460	15.0
	\$25.00 TO \$49.99	2	17,044	9.3
	\$50.00 TO \$99.99			
	\$100.00 AND OVER -----			
	AMOUNT PER MEMBER -	1	655	.3
	LESS THAN \$5.00			
	\$5.00 TO \$9.99			
	\$10.00 TO \$19.99			
	\$20.00 AND OVER -----			
2	PER CAPITA TAX PAID BY LOCALS			
	A. NO PROVISION FOR PER CAPITA TAX -----	1	1,850	1.0
	B. PER CAPITA TAXES COLLECTED BY H.Q. DIRECT -----	2	8,581	4.7
	1 SPECIFIED SINGLE AMOUNT PER MEMBER	1	962	.5
	2 SEVERAL AMOUNTS ACCORDING TO TYPE OF MEMBER			
	3 AMOUNT NOT STIPULATED			
	C. PER CAPITA TAXES PAID BY LOCAL TO H.Q. -----	1	7,619	4.1
	1 SPECIFIED SINGLE AMOUNT PER MEMBER	18	131,410	72.0
	2 SEVERAL AMOUNTS ACCORDING TO TYPE OF MEMBER	6	39,709	21.7
	3 AMOUNT NOT STIPULATED	2	1,731	.9
	D. LOCAL SENDS ALL DUES TO H.Q. WHICH REFUNDS SOME -----	10	89,970	49.3
	E. OTHER METHODS ^{21 22} -----	3	35,725	19.5
	RANGE -----	1	4,900	2.6
	MINIMUM			
	LESS THAN \$1.00	4	10,581	5.79
	\$1.00 TO \$1.99	3	28,396	15.56
	\$2.00 TO \$2.99	1	3,150	1.72
	\$3.00 TO \$3.99	0	0	.00
	\$4.00 TO \$4.99	0	0	.00
	\$5.00 TO \$5.99	0	0	.00
	\$6.00 TO \$6.99	0	0	.00
	\$7.00 TO \$7.49	0	0	.00
	\$7.50 AND OVER	0	0	.00

Table 6:04 (Concluded)

	NO. OF UNIONS	NO. OF MEMBERS	% OF TOTAL MEMBERS
MAXIMUM			
LESS THAN \$1.00	4	10,581	5.79
\$1.00 TO \$1.99	2	26,940	14.76
\$2.00 TO \$2.99	1	3,150	1.72
\$3.00 TO \$3.99	0	0	.00
\$4.00 TO \$4.99	1	1,456	.79
\$5.00 TO \$5.99	0	0	.00
\$6.00 TO \$6.99	0	0	.00
\$7.00 TO \$7.49	0	0	.00
\$7.50 AND OVER	0	0	.00
3 H.Q. TAKES A PROPORTION OF			
A. INITIATION FEE			
1 A FIXED AMOUNT	3	38,712	21.2
2 A PERCENTAGE	4	16,629	9.1
3 A MINIMUM AND/OR MAXIMUM			
4 SOME OTHER METHOD ²³	1	9,473	5.1
RANGE	3	38,712	21.2

LESS THAN \$5.00			
\$5.00 TO \$9.99			
\$10.00 TO \$24.99			
\$25.00 TO \$49.99			
\$50.00 AND OVER			
PERCENTAGE	1	3,100	1.6
0 - 19 %			
20 - 39 %			
40 - 59 %			
60 - 79 %			
80 - 100 %			

3	3	13,529	7.4
B. WITHDRAWAL FEE			
1 A FIXED AMOUNT			
2 A PERCENTAGE			
3 A MINIMUM AND/OR MAXIMUM			
4 SOME OTHER METHOD			
RANGE			

LESS THAN \$5.00			
\$5.00 TO \$9.99			
\$10.00 TO \$24.99			
\$25.00 TO \$49.99			
\$50.00 AND OVER			
PERCENTAGE			
0 - 19 %			
20 - 39 %			
40 - 59 %			

60 - 79 %
80 - 100% -----

C. RE-AFFILIATION FEE

- 1 A FIXED AMOUNT
- 2 A PERCENTAGE
- 3 A MINIMUM AND/OR MAXIMUM
- 4 SOME OTHER METHOD

RANGE	AMOUNT	-	-	-	LESS THAN \$5.00	\$5.00 TO \$9.99	\$10.00 TO \$24.99	\$25.00 TO \$49.99	\$50.00 AND OVER
PERCENTAGE	-	-	-	-	0 - 19 %	20 - 39 %	40 - 59 %	60 - 79 %	80 - 100%

D. RE-INSTATEMENT FEES

- 1 A FIXED AMOUNT
- 2 A PERCENTAGE
- 3 A MINIMUM AND/OR MAXIMUM
- 4 SOME OTHER METHOD²⁴

RANGE	AMOUNT	-	-	-	LESS THAN \$5.00	\$5.00 TO \$9.99	\$10.00 TO \$24.99	\$25.00 TO \$49.99	\$50.00 AND OVER
PERCENTAGE	-	-	-	-	0 - 19 %	20 - 39 %	40 - 59 %	60 - 79 %	80 - 100%

E. OTHER FEES²⁵

- H.Q. MAY LEVY ASSESSMENTS FOR
- A. CONVENTION EXPENSES
- B. DEFENCE FUND
- C. UNION JOURNAL
- D. OTHER PURPOSES²⁶

- H.Q. MAY IMPOSE FINES²⁷
- H.Q. HAS OTHER SOURCES OF REVENUE²⁸

TOTAL

1	3,100	1.6
1	3,100	1.6
1	7,667	4.2
5	44,949	24.6
1	275	.1
8	66,328	36.3
9	61,287	33.5
7	54,879	30.0
25	182,466	

Table 6-05 -- UNION H.Q. FINANCES -- AFL-CIO/CLC Affiliates

		NO. OF UNIONS	NO. OF MEMBERS	% CF TOTAL MEMBERS
1	CHARTER FEES CHARGED TO LOCALS			
	A. NO PROVISION	17	219,385	19.6
	B. A FIXED AMT PER LOCAL	47	668,639	59.7
	C. AN AMOUNT PER CHARTER MEMBER	4	102,101	9.1
	D. A FIXED AMT., PLUS AMOUNT PER MEMBER	4	48,354	4.3
	E. AMOUNT PER MEMBER, BUT MINIMUM TOTAL FEE	2	44,387	3.9
	F. OTHER METHODS ¹⁹	3	35,563	3.1
	RANGE ²⁰ -- -- FIXED AMOUNT -- --	5	34,881	3.1
	LESS THAN \$10.00	15	339,282	30.3
	\$10.00 TO \$24.99	28	360,242	32.2
	\$25.00 TO \$49.99	6	58,218	5.2
	\$50.00 TO \$99.99	1	2,838	.2
	\$100.00 AND OVER	6	135,052	12.0
	AMOUNT PER MEMBER -- LESS THAN \$5.00	4	59,790	5.3
	\$5.00 TO \$9.99			
	\$10.00 TO \$19.99			
	\$20.00 AND OVER			
2	PER CAPITA TAX PAID BY LOCALS			
	A. NO PROVISION FOR PER CAPITA TAX	4	18,629	1.6
	B. PER CAPITA TAXES COLLECTED BY H.Q. DIRECT			
	1 SPECIFIED SINGLE AMOUNT PER MEMBER	3	17,724	1.5
	2 SEVERAL AMOUNTS ACCORDING TO TYPE OF MEMBER	1	905	
	3 AMOUNT NOT STIPULATED	71	968,964	86.6
	C. PER CAPITA TAXES PAID BY LOCAL TO H.Q.	54	743,908	66.5
	1 SPECIFIED SINGLE AMOUNT PER MEMBER	16	221,582	19.8
	2 SEVERAL AMOUNTS ACCORDING TO TYPE OF MEMBER	1	3,474	.3
	3 AMOUNT NOT STIPULATED	1	130,000	11.6
	D. LOCAL SENDS ALL DUES TO H.Q. WHICH REFUNDS SOME	1	836	
	E. OTHER METHODS ^{21 22}			
	RANGE			
	MINIMUM			
	LESS THAN \$1.00	9	157,676	14.09
	\$1.00 TO \$1.99	23	328,681	29.38
	\$2.00 TO \$2.99	29	482,204	43.11
	\$3.00 TO \$3.99	9	125,991	11.26
	\$4.00 TO \$4.99	0	0	.00
	\$5.00 TO \$5.99	0	0	.00
	\$6.00 TO \$6.99	0	0	.00
	\$7.00 TO \$7.49	0	0	.00
	\$7.50 AND OVER	0	0	.00

MAXIMUM

LESS THAN \$1.00			
\$1.00 TO \$1.99	7	139,591	12.48
\$2.00 TO \$2.99	19	167,718	14.99
\$3.00 TO \$3.99	29	584,047	52.22
\$4.00 TO \$4.99	11	175,811	15.71
\$5.00 TO \$5.99	0	0	.00
\$6.00 TO \$6.99	2	12,377	1.10
\$7.00 TO \$7.49	0	0	.00
\$7.50 AND OVER	0	0	.00
	1	2,330	.20

3

H.Q. TAKES A PROPORTION OF

A. INITIATION FEE

- 1 A FIXED AMOUNT
- 2 A PERCENTAGE
- 3 A MINIMUM AND/OR MAXIMUM
- 4 SOME OTHER METHOD²³

RANGE	AMOUNT			
	LESS THAN \$5.00	42	671,254	60.0
	\$5.00 TO \$9.99	14	144,993	12.9
	\$10.00 TO \$24.99	5	72,424	6.4
	\$25.00 TO \$49.99	9	136,717	12.2
	\$50.00 AND OVER	35	616,875	55.1
		9	165,635	14.8
		6	35,639	3.1
		3	27,938	2.4
PERCENTAGE				
	0 - 19 %	3	19,800	1.7
	20 - 39 %	2	10,502	.9
	40 - 59 %	8	113,491	10.1
	60 - 79 %	1	1,200	.1
	80 - 100 %			

B. WITHDRAWAL FEE

- 1 A FIXED AMOUNT
- 2 A PERCENTAGE
- 3 A MINIMUM AND/OR MAXIMUM
- 4 SOME OTHER METHOD

RANGE	AMOUNT			
	LESS THAN \$5.00	9	132,505	11.8
	\$5.00 TO \$9.99	2	6,411	.5
	\$10.00 TO \$24.99			
	\$25.00 TO \$49.99	6	100,543	8.9
	\$50.00 AND OVER	3	31,962	2.8
PERCENTAGE				
	0 - 19 %			
	20 - 39 %			
	40 - 59 %	2	6,411	.5
	60 - 79 %			
	80 - 100 %			

Table 6:05 (Concluded)

C. RE-AFFILIATION FEE				NO. OF UNIONS	NO. OF MEMBERS	% OF TOTAL MEMBERS
1 A FIXED AMOUNT	2 A PERCENTAGE	3 A MINIMUM AND/OR MAXIMUM	4 SOME OTHER METHOD			
RANGE	AMOUNT	- - -	LESS THAN \$5.00 \$5.00 TO \$9.99 \$10.00 TO \$24.99 \$25.00 TO \$49.99 \$50.00 AND OVER	10	114,756 1,370	10.2 .1
PERCENTAGE	- - -	0 - 19 % 20 - 39 % 40 - 59 % 60 - 79 % 80 - 100 %	-----	1	68,348 24,079 21,604 725	6.1 2.1 1.9
PERCENTAGE	- - -	0 - 19 % 20 - 39 % 40 - 59 % 60 - 79 % 80 - 100 %	-----	1	1,370	.1
D. RE-INSTATEMENT FEES				NO. OF UNIONS	NO. OF MEMBERS	% OF TOTAL MEMBERS
1 A FIXED AMOUNT	2 A PERCENTAGE	3 A MINIMUM AND/OR MAXIMUM	4 SOME OTHER METHOD ²⁴			
RANGE	AMOUNT	- - -	LESS THAN \$5.00 \$5.00 TO \$9.99 \$10.00 TO \$24.99 \$25.00 TO \$49.99 \$50.00 AND OVER	29 13 2 4 18 6 5 4	422,589 147,357 21,492 87,561 333,422 67,750 36,942 12,872	37.7 13.1 1.9 7.8 29.8 6.0 3.3 1.1
PERCENTAGE	- - -	0 - 19 % 20 - 39 % 40 - 59 % 60 - 79 % 80 - 100 %	-----	1 11 1	836 145,321 1,200	12.9 .1
PERCENTAGE	- - -	0 - 19 % 20 - 39 % 40 - 59 % 60 - 79 % 80 - 100 %	-----	7	84,044	7.5
E. OTHER FEES ²⁵				NO. OF UNIONS	NO. OF MEMBERS	% OF TOTAL MEMBERS
H.Q. MAY LEVY ASSESSMENTS FOR	A.CONVENTION EXPENSES	B.DEFENCE FUND	C.UNION JOURNAL			
			D.OTHER PURPOSES ²⁶	7	53,499	4.7
				22	379,530	33.9
				6	50,507	4.5
				52	631,800	56.4
				57	849,211	75.9
				53	783,915	70.0
H.Q. MAY IMPOSE FINES ²⁷						
H.Q. HAS OTHER SOURCES OF REVENUE ²⁸						
TOTAL				77	1,118,429	

Table 6:06 -- UNION H.Q. FINANCES -- CLC--only Affiliates

		NO. OF UNIONS	NO. CF MEMBERS	% OF TOTAL MEMBERS	
1	CHARTER FEES CHARGED TO LOCALS				
	A. NO PROVISION	15	167,832	53.7	
	B. A FIXED AMOUNT PER LOCAL	5	36,234	11.5	
	C. AN AMOUNT PER CHARTER MEMBER				
	D. A FIXED AMOUNT, PLUS AMOUNT PER MEMBER	2	108,460	34.7	
	E. AMOUNT PER MEMBER, BUT MINIMUM TOTAL FEE				
	F. OTHER METHODS ¹⁹				
	RANGE ²⁰ -- -- FIXED AMOUNT				
	-- -- LESS THAN \$10.00	2	21,655	6.9	
	\$10.00 TO \$24.99	2	114,685	36.6	
	\$25.00 TO \$49.99	2	5,157	1.6	
	\$50.00 TO \$99.99	1	3,197	1.0	
	\$100.00 AND OVER				
	AMOUNT PER MEMBER -- LESS THAN \$5.00	2	108,460	34.7	
	\$5.00 TO \$9.99				
	\$10.00 TO \$19.99				
	\$20.00 AND OVER				
2	PER CAPITA TAX PAID BY LOCALS				
	A. NO PROVISION FOR PER CAPITA TAX	1	1,850	.5	
	B. PER CAPITA TAXES COLLECTED BY H.Q. DIRECT	5	103,542	33.1	
	1 SPECIFIED SINGLE AMOUNT PER MEMBER				
	2 SEVERAL AMOUNTS ACCORDING TO TYPE OF MEMBER				
	3 AMOUNT NOT STIPULATED				
	C. PER CAPITA TAXES PAID BY LOCAL TO H.Q.	5	103,542	33.1	
	1 SPECIFIED SINGLE AMOUNT PER MEMBER	12	193,140	61.7	
	2 SEVERAL AMOUNTS ACCORDING TO TYPE OF MEMBER	9	149,194	47.7	
	3 AMOUNT NOT STIPULATED	1	34,915	11.1	
	D. LOCAL SENDS ALL DUES TO H.Q. WHICH REFUNDS SOME	2	9,031	2.8	
	E. OTHER METHODS ^{21 22}	3	9,094	2.9	
	RANGE	1	4,900	1.5	
	MINIMUM				
	LESS THAN \$1.00	3	7,257	2.32	
	\$1.00 TO \$1.99	4	120,282	38.48	
	\$2.00 TO \$2.99	3	56,570	18.10	
	\$3.00 TO \$3.99	0	0	.00	
	\$4.00 TO \$4.99	0	0	.00	
	\$5.00 TO \$5.99	0	0	.00	
	\$6.00 TO \$6.99	0	0	.00	
	\$7.00 TO \$7.49	0	0	.00	
	\$7.50 AND OVER	0	0	.00	

Table 6:06 (Concluded)

		NO. OF UNIONS	NO. OF MEMBERS	% OF TOTAL MEMBERS
MAXIMUM				
	LESS THAN \$1.00	3	7,257	2.32
	\$1.00 TO \$1.99	4	120,282	38.48
	\$2.00 TO \$2.99	2	21,655	6.92
	\$3.00 TO \$3.99	0	0	.00
	\$4.00 TO \$4.99	0	0	.00
	\$5.00 TO \$5.99	0	0	.00
	\$6.00 TO \$6.99	0	0	.00
	\$7.00 TO \$7.49	0	0	.00
	\$7.50 AND OVER	0	0	.00
3 H.Q. TAKES A PROPORTION OF				
A. INITIATION FEE				
1	A FIXED AMOUNT	5	124,188	39.7
2	A PERCENTAGE	5	49,196	15.7
3	A MINIMUM AND/OR MAXIMUM	1	8,625	2.7
4	SOME OTHER METHOD			
	RANGE			
	LESS THAN \$5.00	4	120,975	38.7
	\$5.00 TO \$9.99	1	8,625	2.7
	\$10.00 TO \$24.99			
	\$25.00 TO \$49.99			
	\$50.00 AND OVER			
	PERCENTAGE			
	0 - 19 %	1	3,213	1.0
	20 - 39 %	1	3,100	.9
	40 - 59 %	2	37,415	11.9
	60 - 79 %			
	80 - 100 %	2	8,681	2.7
		2	11,838	3.7
8. WITHDRAWAL FEE				
1	A FIXED AMOUNT	1	8,625	2.7
2	A PERCENTAGE			
3	A MINIMUM AND/OR MAXIMUM	1	3,213	1.0
4	SOME OTHER METHOD			
	RANGE			
	LESS THAN \$5.00			
	\$5.00 TO \$9.99			
	\$10.00 TO \$24.99			
	\$25.00 TO \$49.99			
	\$50.00 AND OVER			
	PERCENTAGE			
	0 - 19 %			
	20 - 39 %			
	40 - 59 %			

60 - 79 %
80 - 100% -----

C. RE-AFFILIATION FEE

- 1 A FIXED AMOUNT
- 2 A PERCENTAGE
- 3 A MINIMUM AND/OR MAXIMUM
- 4 SOME OTHER METHOD

RANGE	AMOUNT	-	-	-	LESS THAN \$5.00 \$5.00 TO \$9.99 \$10.00 TO \$24.99 \$25.00 TO \$49.99 \$50.00 AND OVER	PERCENTAGE	-	-	-	0 - 19 % 20 - 39 % 40 - 59 % 60 - 79 % 80 - 100%	-----

D. RE-INSTATEMENT FEES

- 1 A FIXED AMOUNT
- 2 A PERCENTAGE
- 3 A MINIMUM AND/OR MAXIMUM
- 4 SOME OTHER METHOD²⁴

RANGE	AMOUNT	-	-	-	LESS THAN \$5.00 \$5.00 TO \$9.99 \$10.00 TO \$24.99 \$25.00 TO \$49.99 \$50.00 AND OVER	PERCENTAGE	-	-	-	0 - 19 % 20 - 39 % 40 - 59 % 60 - 79 % 80 - 100%	-----

E. OTHER FEES²⁵

- H.Q. MAY LEVY ASSESSMENTS FOR
 - A. CONVENTION EXPENSES
 - B. DEFENCE FUND
 - C. UNION JOURNAL
 - D. OTHER PURPOSES²⁶
- H.Q. MAY IMPOSE FINES²⁷
- H.Q. HAS OTHER SOURCES OF REVENUE²⁸

TOTAL

3	14,595	4.6
3	9,381	3.0
1	2,757	.8
1	8,625	2.7
1	3,213	1.0
2	5,600	1.7
1	3,781	1.2
1	2,757	.8
6	64,759	20.7
6	28,623	9.1
11	192,784	61.6
22	312,526	

Table 6:08 -- UNION H.Q. FINANCES -- CNTU Affiliates

		NO. OF UNIONS	NO. OF MEMBERS	% OF TOTAL MEMBERS
1	CHARTER FEES CHARGED TO LOCALS			
	A. NO PROVISION	4	49,198	25.8
	B. A FIXED AMOUNT PER LOCAL	5	75,464	39.6
	C. AN AMOUNT PER CHARTER MEMBER			
	D. A FIXED AMOUNT, PLUS AMOUNT PER MEMBER			
	E. AMOUNT PER MEMBER, BUT MINIMUM TOTAL FEE			
	F. OTHER METHODS ¹⁹			
	RANGE ²⁰ -- -- FIXED AMOUNT -- --	2	65,877	34.5
	LESS THAN \$10.00	2	54,720	28.7
	\$10.00 TO \$24.99	3	20,744	10.8
	\$25.00 TO \$49.99			
	\$50.00 TO \$99.99			
	\$100.00 AND OVER			
	AMOUNT PER MEMBER --			
	LESS THAN \$5.00			
	\$5.00 TO \$9.99			
	\$10.00 TO \$19.99			
	\$20.00 AND OVER			
2	PER CAPITA TAX PAID BY LOCALS			
	A. NO PROVISION FOR PER CAPITA TAX			
	B. PER CAPITA TAXES COLLECTED BY H.Q. DIRECT			
	1 SPECIFIED SINGLE AMOUNT PER MEMBER			
	2 SEVERAL AMOUNTS ACCORDING TO TYPE OF MEMBER			
	3 AMOUNT NOT STIPULATED			
	C. PER CAPITA TAXES PAID BY LOCAL TO H.Q.	10	163,421	85.7
	1 SPECIFIED SINGLE AMOUNT PER MEMBER	3	34,279	17.9
	2 SEVERAL AMOUNTS ACCORDING TO TYPE OF MEMBER	1	36,335	19.0
	3 AMOUNT NOT STIPULATED	6	92,807	48.7
	D. LOCAL SENDS ALL DUES TO H.Q. WHICH REFUNDS SOME	1	27,118	14.2
	E. OTHER METHODS ^{21, 22}			
	RANGE			
	MINIMUM			
	LESS THAN \$1.00	2	12,144	6.37
	\$1.00 TO \$1.99	2	58,470	30.68
	\$2.00 TO \$2.99	0	0	.00
	\$3.00 TO \$3.99	0	0	.00
	\$4.00 TO \$4.99	0	0	.00
	\$5.00 TO \$5.99	0	0	.00
	\$6.00 TO \$6.99	0	0	.00
	\$7.00 TO \$7.49	0	0	.00
	\$7.50 AND OVER	0	0	.00

MAXIMUM

LESS THAN \$1.00	2	12,144	6.37
\$1.00 TO \$1.99	1	22,135	11.61
\$2.00 TO \$2.99	0	0	.00
\$3.00 TO \$3.99	0	0	.00
\$4.00 TO \$4.99	0	0	.00
\$5.00 TO \$5.99	0	0	.00
\$6.00 TO \$6.99	0	0	.00
\$7.00 TO \$7.49	0	0	.00
\$7.50 AND OVER	0	0	.00

3

H.Q. TAKES A PROPORTION OF

A. INITIATION FEE

18.6

35,562

2

1 A FIXED AMOUNT

2 A PERCENTAGE

3 A MINIMUM AND/OR MAXIMUM

4 SOME OTHER METHOD²³

18.6

35,562

2

RANGE

AMOUNT - - -

LESS THAN \$5.00
\$5.00 TO \$9.99
\$10.00 TO \$24.99
\$25.00 TO \$49.99
\$50.00 AND OVER

PERCENTAGE - - -

0 - 19 %
20 - 39 %
40 - 59 %
60 - 79 %
80 - 100 %

B. WITHDRAWAL FEE

1 A FIXED AMOUNT

2 A PERCENTAGE

3 A MINIMUM AND/OR MAXIMUM

4 SOME OTHER METHOD

RANGE

AMOUNT - - -

LESS THAN \$5.00
\$5.00 TO \$9.99
\$10.00 TO \$24.99
\$25.00 TO \$49.99
\$50.00 AND OVER

PERCENTAGE - - -

0 - 19 %
20 - 39 %
40 - 59 %
60 - 79 %
80 - 100 %

Table 6:08 (Concluded)

		NO. OF UNIONS	NO. OF MEMBERS	% OF TOTAL MEMBERS
C. RE-AFFILIATION FEE				
1	A FIXED AMOUNT			
2	A PERCENTAGE			
3	A MINIMUM AND/OR MAXIMUM			
4	SOME OTHER METHOD			
	RANGE	AMOUNT	PERCENTAGE	
		LESS THAN \$5.00		
		\$5.00 TO \$9.99		
		\$10.00 TO \$24.99		
		\$25.00 TO \$49.99		
		\$50.00 AND OVER		
		0 - 19 %		
		20 - 39 %		
		40 - 59 %		
		60 - 79 %		
		80 - 100 %		
D. RE-INSTATEMENT FEES				
1	A FIXED AMOUNT			
2	A PERCENTAGE			
3	A MINIMUM AND/OR MAXIMUM			
4	SOME OTHER METHOD ²⁴			
	RANGE	AMOUNT	PERCENTAGE	
		LESS THAN \$5.00		
		\$5.00 TO \$9.99		
		\$10.00 TO \$24.99		
		\$25.00 TO \$49.99		
		\$50.00 AND OVER		
		0 - 19 %		
		20 - 39 %		
		40 - 59 %		
		60 - 79 %		
		80 - 100 %		
E. OTHER FEES²⁵				
4	H.Q. MAY LEVY ASSESSMENTS FOR			
	A. CONVENTION EXPENSES			
	B. DEFENCE FUND			
	C. UNION JOURNAL			
	D. OTHER PURPOSES ²⁶			
5	H.Q. MAY IMPOSE FINES ²⁷			
6	H.Q. HAS OTHER SOURCES OF REVENUE ²⁸			
	TOTAL	11	190,539	
			73,864	38.7
			45,665	23.9
			104,482	54.8
			98,288	51.5

Table 6:09 — UNION H.Q. FINANCES — Independent Unions

1	CHARTER FEES CHARGED TO LOCALS	NO. OF UNIONS	NO. OF MEMBERS	% OF TOTAL MEMBERS	
1	A. NO PROVISION	16	71,256	34.0	
	B. A FIXED AMOUNT PER LOCAL	9	127,829	61.0	
	C. AN AMOUNT PER CHARTER MEMBER	1	655	.3	
	D. A FIXED AMOUNT, PLUS AMOUNT PER MEMBER				
	E. AMOUNT PER MEMBER, BUT MINIMUM TOTAL FEE				
	F. OTHER METHODS ¹⁹				
	RANGE ²⁰ -----FIXED AMOUNT-----	1	9,700	4.6	
	LESS THAN \$10.00	2	5,325	2.5	
	\$10.00 TO \$24.99	1	13,000	6.2	
	\$25.00 TO \$49.99	4	101,240	48.3	
	\$50.00 TO \$99.99	2	8,264	3.9	
	\$100.00 AND OVER-----				
2	AMOUNT PER MEMBER -	1	655	.3	
	LESS THAN \$5.00				
	\$5.00 TO \$9.99				
	\$10.00 TO \$19.99				
	\$20.00 AND OVER-----				
	PER CAPITA TAX PAID BY LOCALS				
	A. NO PROVISION FOR PER CAPITA TAX-----	7	35,801	17.0	
	B. PER CAPITA TAXES COLLECTED BY H.Q. DIRECT-----	3	9,902	4.7	
	1 SPECIFIED SINGLE AMOUNT PER MEMBER	1	1,596	.7	
	2 SEVERAL AMOUNTS ACCORDING TO TYPE OF MEMBER	3	24,303	11.6	
	3 AMOUNT NOT STIPULATED	18	165,032	78.7	
	C. PER CAPITA TAXES PAID BY LOCAL TO H.Q.-----	11	121,959	58.2	
2	1 SPECIFIED SINGLE AMOUNT PER MEMBER	4	22,356	10.6	
	2 SEVERAL AMOUNTS ACCORDING TO TYPE OF MEMBER	3	20,717	9.8	
	3 AMOUNT NOT STIPULATED	2	8,607	4.1	
	D. LOCAL SENDS ALL DUES TO H.Q. WHICH REFUNDS SOME-----				
	E. OTHER METHODS ^{21,22} -----				
	RANGE				
	MINIMUM	4	11,837	5.65	
	LESS THAN \$1.00	3	60,916	29.08	
	\$1.00 TO \$1.99	8	72,925	34.81	
	\$2.00 TO \$2.99	2	8,264	3.94	
	\$3.00 TO \$3.99	0	0	.00	
	\$4.00 TO \$4.99	0	0	.00	
	\$5.00 TO \$5.99	0	0	.00	
	\$6.00 TO \$6.99	0	0	.00	
	\$7.00 TO \$7.49	0	0	.00	
	\$7.50 AND OVER	0	0	.00	

Table 6:09 (Concluded)

	NO. OF UNIONS	NO. OF MEMBERS	% OF TOTAL MEMBERS
MAXIMUM			
LESS THAN \$1.00	4	11,837	5.65
\$1.00 TO \$1.99	2	59,460	28.39
\$2.00 TO \$2.99	7	60,391	28.83
\$3.00 TO \$3.99	1	173	.08
\$4.00 TO \$4.99	1	1,456	.69
\$5.00 TO \$5.99	1	8,091	3.86
\$6.00 TO \$6.99	0	0	.00
\$7.00 TO \$7.49	0	0	.00
\$7.50 AND OVER	0	0	.00
3 H.Q. TAKES A PROPORTION OF			
A. INITIATION FEE			
1 A FIXED AMOUNT			
2 A PERCENTAGE			
3 A MINIMUM AND/OR MAXIMUM			
4 SOME OTHER METHOD ²³			
RANGE			
AMOUNT -			
LESS THAN \$5.00	8	116,145	55.4
\$5.00 TO \$9.99	6	44,713	21.3
\$10.00 TO \$24.99	1	9,473	4.5
\$25.00 TO \$49.99	6	94,461	45.1
\$50.00 AND OVER	1	12,534	5.9
PERCENTAGE -			
0 - 19%	1	9,150	4.3
20 - 39%			
40 - 59%			
60 - 79%			
80 - 100%			
B. WITHDRAWAL FEE			
1 A FIXED AMOUNT			
2 A PERCENTAGE			
3 A MINIMUM AND/OR MAXIMUM			
4 SOME OTHER METHOD			
RANGE			
AMOUNT -			
LESS THAN \$5.00	1	24,901	11.8
\$5.00 TO \$9.99			
\$10.00 TO \$24.99			
\$25.00 TO \$49.99			
\$50.00 AND OVER	5	19,812	9.4
PERCENTAGE -			
0 - 19%			
20 - 39%			
40 - 59%			

C. RE-AFFILIATION FEE

1	A FIXED AMOUNT				
2	A PERCENTAGE				
3	A MINIMUM AND/OR MAXIMUM				
4	SOME OTHER METHOD-----				
	RANGE	AMOUNT	--	--	--
		LESS THAN \$5.00			
		\$5.00 TO \$9.99			
		\$10.00 TO \$24.99			
		\$25.00 TO \$49.99			
		\$50.00 AND OVER-----			
	PERCENTAGE	--	--	--	--
		0	--	19	%
		20	--	39	%
		40	--	59	%
		60	--	79	%
		80	--	100	%

D. RE-INSTATEMENT FEES

1	A FIXED AMOUNT	2	67,655	32.3
2	A PERCENTAGE	1	24,901	11.8
3	A MINIMUM AND/OR MAXIMUM			
4	SOME OTHER METHOD ²⁴			
	RANGE			
	AMOUNT		LESS THAN \$5.00	
		2	67,655	32.3

F. OTHER FEES ²⁵ -

H.Q. MAY LEVY ASSESSMENTS FOR	2	21,684	10.
A. CONVENTION EXPENSES	1	7,667	3.6
B. DEFENCE FUND	4	13,357	6.3
C. UNION JOURNAL	1	275	.1
D. OTHER PURPOSES ²⁶	12	127,866	61.0
H.Q. MAY IMPOSE FINES ²⁷	11	130,221	62.1
H.Q. HAS OTHER SOURCES OF REVENUE ²⁸	13	159,152	75.9
TOTAL	27	209,440	

Table 6:14 -- UNION H.Q. FINANCES -- Unions in Manufacturing

		NC. OF UNIONS	NO. OF MEMBERS	# OF TOTAL MEMBERS
1	CHARTER FEES CHARGED TO LOCALS			
	A. NC PROVISION	18	159,278	27.3
	B. A FIXED AMOUNT PER LOCAL	34	456,774	62.6
	C. AN AMOUNT PER CHARTER MEMBER	2	8,162	1.1
	D. A FIXED AMT., PLUS AMOUNT PER MEMBER	1	8,000	1.0
	E. AMOUNT PER MEMBER, BUT MINIMUM TOTAL FEE	2	45,139	6.1
	F. OTHER METHODS ¹⁹ -----	2	11,182	1.5
	RANGE ²⁰ -- -- FIXED AMOUNT -- --	7	67,986	9.3
	LESS THAN \$10.00			
	\$10.00 TO \$24.99	11	180,911	24.8
	\$25.00 TO \$49.99	18	251,887	34.5
	\$50.00 TO \$99.99	1	9,129	1.2
	\$100.00 AND OVER -----			
	AMOUNT PER MEMBER --	4	53,301	7.3
	LESS THAN \$5.00			
	\$5.00 TO \$9.99	1	8,000	1.0
	\$10.00 TO \$19.99			
	\$20.00 AND OVER -----			
2	PER CAPITA TAX PAID BY LOCALS			
	A. NO PROVISION FOR PER CAPITA TAX -----			
	B. PER CAPITA TAXES COLLECTED BY H.Q. DIRECT -----	1	8,500	1.1
	1 SPECIFIED SINGLE AMOUNT PER MEMBER	1	8,500	1.1
	2 SEVERAL AMOUNTS ACCORDING TO TYPE OF MEMBER			
	3 AMOUNT NOT STIPULATED			
	C. PER CAPITA TAXES PAID BY LOCAL TO H.Q. -----	55	588,259	80.7
	1 SPECIFIED SINGLE AMOUNT PER MEMBER	37	426,792	58.5
	2 SEVERAL AMOUNTS ACCORDING TO TYPE OF MEMBER	12	96,408	13.2
	3 AMOUNT NOT STIPULATED	6	65,059	8.9
	D. LOCAL SENDS ALL DUES TO H.Q. WHICH REFUNDS SOME -----	2	130,940	17.9
	E. OTHER METHODS ^{21,22} -----	1	836	.1
	RANGE			
	MINIMUM			
	LESS THAN \$1.00	6	32,685	4.48
	\$1.00 TO \$1.99	15	113,865	15.62
	\$2.00 TO \$2.99	22	395,791	54.32
	\$3.00 TO \$3.99	5	103,680	14.23
	\$4.00 TO \$4.99	0	0	.00
	\$5.00 TO \$5.99	0	0	.00
	\$6.00 TO \$6.99	0	0	.00
	\$7.00 TO \$7.49	0	0	.00
	\$7.50 AND OVER	0	0	.00

C. RE-AFFILIATION FEE		
1 A FIXED AMOUNT		
2 A PERCENTAGE		
3 A MINIMUM AND/OR MAXIMUM		
4 SOME OTHER METHOD		
RANGE	AMOUNT	PERCENTAGE
	-	-
		LESS THAN \$5.00
		\$5.00 TO \$9.99
		\$10.00 TO \$24.99
		\$25.00 TO \$49.99
		\$50.00 AND OVER
	PERCENTAGE	0 - 19 %
		20 - 39 %
		40 - 59 %
		60 - 79 %
		80 - 100 %
D. RE-INSTATEMENT FEES		
1 A FIXED AMOUNT		
2 A PERCENTAGE		
3 A MINIMUM AND/OR MAXIMUM		
4 SOME OTHER METHOD ²⁴		
RANGE	AMOUNT	PERCENTAGE
	-	-
		LESS THAN \$5.00
		\$5.00 TO \$9.99
		\$10.00 TO \$24.99
		\$25.00 TO \$49.99
		\$50.00 AND OVER
	PERCENTAGE	0 - 19 %
		20 - 39 %
		40 - 59 %
		60 - 79 %
		80 - 100 %
E. OTHER FEES ²⁵		
H.Q. MAY LEVY ASSESSMENTS FOR		
A.CONVENTION EXPENSES		
B.DEFENCE FUND		
C.UNION JOURNAL		
D.OTHER PURPOSES ²⁶		
H.Q. MAY IMPOSE FINES ²⁷		
H.Q. HAS OTHER SOURCES OF REVENUE ²⁸		
TOTAL		

Table 6:15 -- UNION H.Q. FINANCES -- Unions in Construction

		NO. OF UNIONS	NO. OF MEMBERS	% OF TOTAL MEMBERS
1	CHARTER FEES CHARGED TO LOCALS			
	A. NO PROVISION	1	275	.1
	B. A FIXED AMOUNT PER LOCAL	9	154,315	65.7
	C. AN AMOUNT PER CHARTER MEMBER	1	28,622	12.2
	D. A FIXED AMOUNT, PLUS AMOUNT PER MEMBER	1	20,179	8.6
	E. AMOUNT PER MEMBER, BUT MINIMUM TOTAL FEE	1	1,648	.7
	F. OTHER METHODS ¹⁹ -----	1	29,542	12.5
	RANGE ²⁰ -- - FIXED AMOUNT - - - LESS THAN \$10.00			
	\$10.00 TO \$24.99	2	89,672	38.2
	\$25.00 TO \$49.99	8	84,522	36.0
	\$50.00 TO \$99.99	1	1,948	.8
	\$100.00 AND OVER -----			
	AMOUNT PER MEMBER - LESS THAN \$5.00	2	48,801	20.8
	\$5.00 TO \$9.99	1	1,648	.7
	\$10.00 TO \$19.99			
	\$20.00 AND OVER -----			
2	PER CAPITA TAX PAID BY LOCALS			
	A. NO PROVISION FOR PER CAPITA TAX -----			
	B. PER CAPITA TAXES COLLECTED BY H.Q. DIRECT -----	1	12,411	5.2
	1 SPECIFIED SINGLE AMOUNT PER MEMBER			
	2 SEVERAL AMOUNTS ACCORDING TO TYPE OF MEMBER	1	12,411	5.2
	3 AMOUNT NOT STIPULATED			
	C. PER CAPITA TAXES PAID BY LOCAL TO H.Q. -----	13	222,170	94.7
	1 SPECIFIED SINGLE AMOUNT PER MEMBER	9	113,722	48.4
	2 SEVERAL AMOUNTS ACCORDING TO TYPE OF MEMBER	3	78,906	33.6
	3 AMOUNT NOT STIPULATED	1	29,542	12.5
	D. LOCAL SENDS ALL DUES TO H.Q. WHICH REFUNDS SOME -----			
	E. OTHER METHODS ^{21, 22} -----			
	RANGE			
	MINIMUM			
	LESS THAN \$1.00	0	0	.00
	\$1.00 TO \$1.99	6	154,687	65.94
	\$2.00 TO \$2.99	4	35,680	15.21
	\$3.00 TO \$3.99	2	14,397	6.13
	\$4.00 TO \$4.99	0	0	.00
	\$5.00 TO \$5.99	0	0	.00
	\$6.00 TO \$6.99	0	0	.00
	\$7.00 TO \$7.49	0	0	.00
	\$7.50 AND OVER	0	0	.00

MAXIMUM

LESS THAN \$1.00
 \$1.00 TO \$1.99
 \$2.00 TO \$2.99
 \$3.00 TO \$3.99
 \$4.00 TO \$4.99
 \$5.00 TO \$5.99
 \$6.00 TO \$6.99
 \$7.00 TO \$7.49
 \$7.50 AND OVER

0
 4
 5
 3
 0
 0
 0
 0
 0
 0

65,015
 123,982
 15,767
 0
 0
 0
 0
 0
 0

27.71
 52.85
 6.72
 .00
 .00
 .00
 .00
 .00
 .00

3

H.Q. TAKES A PROPORTION OF

A. INITIATION FEE

- 1 A FIXED AMOUNT
- 2 A PERCENTAGE
- 3 A MINIMUM AND/OR MAXIMUM
- 4 SOME OTHER METHOD²³

RANGE	AMOUNT	-	-	-	LESS THAN \$5.00	5	50,824	21.6
					\$5.00 TO \$9.99	4	44,051	18.7
					\$10.00 TO \$24.99	1	12,449	5.3
					\$25.00 TO \$49.99	2	97,440	41.5
					\$50.00 AND OVER	1	10,454	4.4
PERCENTAGE	-	-	-	-	0 - 19 %	2	106,164	45.2
					20 - 39 %	3	21,968	9.3
					40 - 59 %	1	1,948	.8
					60 - 79 %	2	3,018	1.2
					80 - 100 %	2	41,033	17.4

B. WITHDRAWAL FEE

- 1 A FIXED AMOUNT
- 2 A PERCENTAGE
- 3 A MINIMUM AND/OR MAXIMUM
- 4 SOME OTHER METHOD

RANGE	AMOUNT	-	-	-	LESS THAN \$5.00	5	119,933	51.1
					\$5.00 TO \$9.99	1	1,370	.5
					\$10.00 TO \$24.99	3	89,663	38.2
					\$25.00 TO \$49.99	2	30,270	12.9
					\$50.00 AND OVER			
PERCENTAGE	-	-	-	-	0 - 19 %			
					20 - 39 %			
					40 - 59 %	1	1,370	.5
					60 - 79 %			
					80 - 100 %			

Table 6:15 (Concluded)

	NO. OF UNIONS	NO. OF MEMBERS	% OF TOTAL MEMBERS
C. RE-AFFILIATION FEE			
1 A FIXED AMOUNT	3	34,276	14.6
2 A PERCENTAGE	1	1,370	.5
3 A MINIMUM AND/OR MAXIMUM			
4 SOME OTHER METHOD			
RANGE			
AMOUNT - - - - -			
LESS THAN \$5.00			
\$5.00 TO \$9.99	1	20,179	8.6
\$10.00 TO \$24.99	2	14,097	6.0
\$25.00 TO \$49.99			
\$50.00 AND OVER			
PERCENTAGE - - - - -			
0 - 19 %	1	1,370	.5
20 - 39 %			
40 - 59 %			
60 - 79 %			
80 - 100 %			
D. RE-INSTATEMENT FEES			
1 A FIXED AMOUNT	6	77,673	33.1
2 A PERCENTAGE	2	41,033	17.4
3 A MINIMUM AND/OR MAXIMUM			
4 SOME OTHER METHOD ²⁴			
RANGE			
AMOUNT - - - - -			
LESS THAN \$5.00			
\$5.00 TO \$9.99	2	78,631	33.5
\$10.00 TO \$24.99	2	39,357	16.7
\$25.00 TO \$49.99	1	20,179	8.6
\$50.00 AND OVER	2	16,489	7.0
PERCENTAGE - - - - -			
0 - 19 %	2	3,018	1.2
20 - 39 %			
40 - 59 %			
60 - 79 %			
80 - 100 %			
E. OTHER FEES²⁵			
H.Q. MAY LEVY ASSESSMENTS FOR			
A. CONVENTION EXPENSES	2	41,033	17.4
B. DEFENCE FUND			
C. UNION JOURNAL			
D. OTHER PURPOSES ²⁶	4	28,853	12.2
H.Q. MAY IMPOSE FINES ²⁷			
H.Q. HAS OTHER SOURCES OF REVENUE ²⁸	4	28,553	12.1
	4	24,788	10.5
	9	105,376	44.9
	10	165,407	70.5
	9	187,183	79.7
TOTAL	14	234,581	

Table 6:16 -- UNION H.Q. FINANCES -- Unions in Transport, Communications, and other Utilities

		NO. OF UNIONS	NO. OF MEMBERS	% OF TOTAL MEMBERS
1	CHARTER FEES CHARGED TO LOCALS			
	A. NO PROVISION	22	126,387	34.9
	B. A FIXED AMOUNT PER LOCAL	13	149,730	41.3
	C. AN AMOUNT PER CHARTER MEMBER	2	65,972	18.2
	D. A FIXED AMOUNT, PLUS AMOUNT PER MEMBER			
	E. AMOUNT PER MEMBER, BUT MINIMUM TOTAL FEE			
	F. OTHER METHODS ¹⁹			
	RANGE ²⁰ -- -- FIXED AMOUNT -- --			
	LESS THAN \$10.00	1	20,000	5.5
	\$10.00 TO \$24.99	2	21,655	5.9
	\$25.00 TO \$49.99	4	40,892	11.2
	\$50.00 TO \$99.99	3	68,259	18.8
	\$100.00 AND OVER	5	38,924	10.7
	AMOUNT PER MEMBER -- LESS THAN \$5.00	1	17,522	4.8
	\$5.00 TO \$9.99	1	48,450	13.3
	\$10.00 TO \$19.99			
	\$20.00 AND OVER			
2	PER CAPITA TAX PAID BY LOCALS			
	A. NO PROVISION FOR PER CAPITA TAX	2	2,750	.7
	B. PER CAPITA TAXES COLLECTED BY H.Q. DIRECT	9	32,410	8.9
	1 SPECIFIED SINGLE AMOUNT PER MEMBER	1	440	.1
	2 SEVERAL AMOUNTS ACCORDING TO TYPE OF MEMBER	2	4,579	1.2
	3 AMOUNT NOT STIPULATED	6	27,391	7.5
	C. PER CAPITA TAXES PAID BY LOCAL TO H.Q.	23	304,335	84.0
	1 SPECIFIED SINGLE AMOUNT PER MEMBER	15	191,391	52.8
	2 SEVERAL AMOUNTS ACCORDING TO TYPE OF MEMBER	6	103,539	28.5
	3 AMOUNT NOT STIPULATED	2	9,405	2.5
	D. LOCAL SENDS ALL DUES TO H.Q. WHICH REFUNDS SOME	3	9,094	2.5
	E. OTHER METHODS ^{21,22}	1	13,500	3.7
	RANGE			
	MINIMUM			
	LESS THAN \$1.00	3	15,686	4.33
	\$1.00 TO \$1.99	4	107,758	29.76
	\$2.00 TO \$2.99	11	155,748	43.01
	\$3.00 TO \$3.99	4	16,178	4.46
	\$4.00 TO \$4.99	0	0	.00
	\$5.00 TO \$5.99	0	0	.00
	\$6.00 TO \$6.99	0	0	.00
	\$7.00 TO \$7.49	0	0	.00
	\$7.50 AND OVER	0	0	.00

Table 6:16 (Concluded)

	NO. OF UNIONS	NO. OF MEMBERS	% OF TOTAL MEMBERS
MAXIMUM			
LESS THAN \$1.00	2	7,267	2.00
\$1.00 TO \$1.99	2	57,852	15.97
\$2.00 TO \$2.99	10	120,833	33.37
\$3.00 TO \$3.99	4	56,537	15.61
\$4.00 TO \$4.99	1	1,456	.40
\$5.00 TO \$5.99	1	8,091	2.23
\$6.00 TO \$6.99	0	0	.00
\$7.00 TO \$7.49	0	0	.00
\$7.50 AND OVER	0	0	.00
3 H.Q. TAKES A PROPORTION OF			
A. INITIATION FEE			
1 A FIXED AMOUNT	15	165,476	45.7
2 A PERCENTAGE	6	92,329	25.4
3 A MINIMUM AND/OR MAXIMUM	1	20,000	5.5
4 SOME OTHER METHOD ²³	1	900	.2
RANGE	12	144,384	39.8
	3	37,879	10.4
LESS THAN \$5.00			
\$5.00 TO \$9.99			
\$10.00 TO \$24.99			
\$25.00 TO \$49.99			
\$50.00 AND OVER	1	3,213	.8
PERCENTAGE			
0 - 19 %			
20 - 39 %			
40 - 59 %	3	85,865	23.7
60 - 79 %			
80 - 100 %	3	6,464	1.7
PERCENTAGE	1	3,213	.8
B. WITHDRAWAL FEE			
1 A FIXED AMOUNT			
2 A PERCENTAGE			
3 A MINIMUM AND/OR MAXIMUM			
4 SOME OTHER METHOD			
RANGE			
LESS THAN \$5.00			
\$5.00 TO \$9.99			
\$10.00 TO \$24.99			
\$25.00 TO \$49.99			
\$50.00 AND OVER	1	3,213	.8
PERCENTAGE			
0 - 19 %			
20 - 39 %			
40 - 59 %			

C. RE-AFFILIATION FEE			
1 A FIXED AMOUNT	1	2,208	.6
2 A PERCENTAGE			
3 A MINIMUM AND/OR MAXIMUM			
4 SOME OTHER METHOD			
RANGE	AMOUNT	-	-
	LESS THAN \$5.00		
	\$5.00 TO \$9.99		
	\$10.00 TO \$24.99		
	\$25.00 TO \$49.99		
	\$50.00 AND OVER		
PERCENTAGE	-	-	
	0 - 19 %		
	20 - 39 %		
	40 - 59 %		
	60 - 79 %		
	80 - 100 %		
D. RE-INSTATEMENT FEES			
1 A FIXED AMOUNT	6	102,511	28.3
2 A PERCENTAGE	3	54,731	15.1
3 A MINIMUM AND/OR MAXIMUM			
4 SOME OTHER METHOD ²⁴			
RANGE	AMOUNT	-	-
	LESS THAN \$5.00		
	\$5.00 TO \$9.99		
	\$10.00 TO \$24.99		
	\$25.00 TO \$49.99		
	\$50.00 AND OVER		
PERCENTAGE	-	-	
	0 - 19 %		
	20 - 39 %		
	40 - 59 %		
	60 - 79 %		
	80 - 100 %		
E. OTHER FEES ²⁵			
H.Q. MAY LEVY ASSESSMENTS FOR			
A. CONVENTION EXPENSES	1	13,500	3.7
B. DEFENCE FUND	8	93,937	25.9
C. UNION JOURNAL			
D. OTHER PURPOSES ²⁶			
H.Q. MAY IMPOSE FINES ²⁷	24	287,357	79.3
H.Q. HAS OTHER SOURCES OF REVENUE ²⁸	14	195,269	53.9
	24	263,694	72.8
TOTAL	38	362,089	

Table 6:17 – UNION H.Q. FINANCES – Unions in Trade

		NO. OF UNIONS	NO. OF MEMBERS	% OF TOTAL MEMBERS
1	CHARTER FEES CHARGED TO LOCALS			
	A. NO PROVISION	2	23,074	46.9
	B. A FIXED AMOUNT PER LOCAL	2	26,100	53.0
	C. AN AMOUNT PER CHARTER MEMBER			
	D. A FIXED AMOUNT, PLUS AMOUNT PER MEMBER			
	E. AMOUNT PER MEMBER, BUT MINIMUM TOTAL FEE			
	F. OTHER METHODS ¹⁹ -----			
	RANGE ²⁰ -- -- FIXED AMOUNT -- --			
	LESS THAN \$10.00	1	8,600	17.4
	\$10.00 TO \$24.99	1	17,500	35.5
	\$25.00 TO \$49.99			
	\$50.00 TO \$99.99			
	\$100.00 AND OVER -----			
	AMOUNT PER MEMBER -- LESS THAN \$5.00			
	\$5.00 TO \$9.99			
	\$10.00 TO \$19.99			
	\$20.00 AND OVER -----			
2	PER CAPITA TAX PAID BY LOCALS			
	A. NO PROVISION FOR PER CAPITA TAX -----			
	B. PER CAPITA TAXES COLLECTED BY H.Q. DIRECT -----			
	1 SPECIFIED SINGLE AMOUNT PER MEMBER			
	2 SEVERAL AMOUNTS ACCORDING TO TYPE OF MEMBER			
	3 AMOUNT NOT STIPULATED			
	C. PER CAPITA TAXES PAID BY LOCAL TO H.Q. -----	3	44,274	90.0
	1 SPECIFIED SINGLE AMOUNT PER MEMBER	2	35,674	72.5
	2 SEVERAL AMOUNTS ACCORDING TO TYPE OF MEMBER			
	3 AMOUNT NOT STIPULATED			
	D. LOCAL SENDS ALL DUES TO H.Q. WHICH REFUNDS SOME -----	1	8,600	17.4
	E. OTHER METHODS ^{21,22} -----	1	4,900	9.9
	RANGE			
	MINIMUM			
	LESS THAN \$1.00	1	17,500	35.58
	\$1.00 TO \$1.99	1	18,174	36.95
	\$2.00 TO \$2.99	0	0	.00
	\$3.00 TO \$3.99	0	0	.00
	\$4.00 TO \$4.99	0	0	.00
	\$5.00 TO \$5.99	0	0	.00
	\$6.00 TO \$6.99	0	0	.00
	\$7.00 TO \$7.49	0	0	.00
	\$7.50 AND OVER	0	0	.00

MAXIMUM

LESS THAN \$1.00	1	17,500	35.58
\$1.00 TO \$1.99	1	18,174	36.95
\$2.00 TO \$2.99	0	0	.00
\$3.00 TO \$3.99	0	0	.00
\$4.00 TO \$4.99	0	0	.00
\$5.00 TO \$5.99	0	0	.00
\$6.00 TO \$6.99	0	0	.00
\$7.00 TO \$7.49	0	0	.00
\$7.50 AND OVER	0	0	.00

3

H.Q. TAKES A PROPORTION OF

A. INITIATION FEE

1 A FIXED AMOUNT	2	35,674	72.5
2 A PERCENTAGE	1	4,900	9.9
3 A MINIMUM AND/OR MAXIMUM			
4 SOME OTHER METHOD ²³			
RANGE			
AMOUNT			
LESS THAN \$5.00	2	35,674	72.5
\$5.00 TO \$9.99			
\$10.00 TO \$24.99			
\$25.00 TO \$49.99			
\$50.00 AND OVER			
PERCENTAGE			
0 - 19 %			
20 - 39 %			
40 - 59 %			
60 - 79 %			
80 - 100 %			

B. WITHDRAWAL FEE

1 A FIXED AMOUNT	1	4,900	9.9
2 A PERCENTAGE			
3 A MINIMUM AND/OR MAXIMUM			
4 SOME OTHER METHOD			
RANGE			
AMOUNT			
LESS THAN \$5.00			
\$5.00 TO \$9.99			
\$10.00 TO \$24.99			
\$25.00 TO \$49.99			
\$50.00 AND OVER			
PERCENTAGE			
0 - 19 %			
20 - 39 %			
40 - 59 %			
60 - 79 %			
80 - 100 %			

Table 6:17 (Concluded)

		NO. OF UNIONS	NO. OF MEMBERS	% OF TOTAL MEMBERS
C. RE-AFFILIATION FEE				
1	A FIXED AMOUNT			
2	A PERCENTAGE			
3	A MINIMUM AND/OR MAXIMUM			
4	SOME OTHER METHOD			
	RANGE			
	AMOUNT			LESS THAN \$5.00
				\$5.00 TO \$9.99
				\$10.00 TO \$24.99
				\$25.00 TO \$49.99
				\$50.00 AND OVER
	PERCENTAGE			0 - 19 %
				20 - 39 %
				40 - 59 %
				60 - 79 %
				80 - 100 %
D. RE-INSTATEMENT FEES				
1	A FIXED AMOUNT	2	35,674	72.5
2	A PERCENTAGE			
3	A MINIMUM AND/OR MAXIMUM			
4	SOME OTHER METHOD ²⁶			
	RANGE			
	AMOUNT			LESS THAN \$5.00
				\$5.00 TO \$9.99
				\$10.00 TO \$24.99
				\$25.00 TO \$49.99
				\$50.00 AND OVER
	PERCENTAGE			0 - 19 %
				20 - 39 %
				40 - 59 %
				60 - 79 %
				80 - 100 %
E. OTHER FEES²⁵				
4	H.Q. MAY LEVY ASSESSMENTS FOR			
	A. CONVENTION EXPENSES			
	B. DEFENCE FUND			
	C. UNION JOURNAL			
	D. OTHER PURPOSES ²⁶	2	35,674	72.5
5	H.Q. MAY IMPOSE FINES ²⁷	2	22,400	45.5
6	H.Q. HAS OTHER SOURCES OF REVENUE ²⁸	3	40,574	82.5
	TOTAL	4	49,174	

Table 6:19 -- UNION H.Q. FINANCES -- Unions in Service Industries

	NO. OF UNIONS	NG. CF MEMBERS	% CF TOTAL MEMBERS
1			
CHARTER FEES CHARGED TO LOCALS			
A. NO PROVISION			
B. A FIXED AMOUNT PER LOCAL	4	23,433	22.6
C. AN AMOUNT PER CHARTER MEMBER	3	23,581	22.7
D. A FIXED AMOUNT, PLUS AMOUNT PER MEMBER	2	20,175	19.4
E. AMOUNT PER MEMBER, BUT MINIMUM TOTAL FEE			
F. OTHER METHODS ¹⁹			
RANGE ²⁰ -- -- FIXED AMOUNT -- -- LESS THAN \$10.00	1	36,335	35.0
\$10.00 TO \$24.99			
\$25.00 TO \$49.99	2	21,240	20.5
\$50.00 TO \$99.99	2	19,678	19.0
\$100.00 AND OVER	1	2,838	2.7
AMOUNT PER MEMBER -- LESS THAN \$5.00	1	18,483	17.8
\$5.00 TO \$9.99	1	1,692	1.6
\$10.00 TO \$19.99			
\$20.00 AND OVER			
PER CAPITA TAX PAID BY LOCALS			
A. NO PROVISION FOR PER CAPITA TAX			
B. PER CAPITA TAXES COLLECTED BY H.Q. DIRECT	2	3,235	3.1
1 SPECIFIED SINGLE AMOUNT PER MEMBER			
2 SEVERAL AMOUNTS ACCORDING TO TYPE OF MEMBER			
3 AMOUNT NOT STIPULATED	1	2,330	2.2
C. PER CAPITA TAXES PAID BY LOCAL TO H.Q.	1	905	.8
1 SPECIFIED SINGLE AMOUNT PER MEMBER	8	100,289	96.8
2 SEVERAL AMOUNTS ACCORDING TO TYPE OF MEMBER	7	63,954	61.7
3 AMOUNT NOT STIPULATED	1	36,335	35.0
D. LOCAL SENDS ALL DUES TO H.Q. WHICH REFUNDS SOME			
E. OTHER METHODS ^{21,22}			
RANGE			
MINIMUM			
LESS THAN \$1.00	5	59,424	57.40
\$1.00 TO \$1.99	3	40,865	39.47
\$2.00 TO \$2.99	1	2,330	2.25
\$3.00 TO \$3.99	0	0	.00
\$4.00 TO \$4.99	0	0	.00
\$5.00 TO \$5.99	0	0	.00
\$6.00 TO \$6.99	0	0	.00
\$7.00 TO \$7.49	0	0	.00
\$7.50 AND OVER	0	0	.00

MAXIMUM

LESS THAN \$1.00	5	59,424	57.40
\$1.00 TO \$1.99	2	4,530	4.37
\$2.00 TO \$2.99	0	0	.00
\$3.00 TO \$3.99	0	0	.00
\$4.00 TO \$4.99	0	0	.00
\$5.00 TO \$5.99	0	0	.00
\$6.00 TO \$6.99	0	0	.00
\$7.00 TO \$7.49	0	0	.00
\$7.50 AND OVER	1	2,330	2.25

3

H.Q. TAKES A PROPORTION OF

- A. INITIATION FEE
 - 1 A FIXED AMOUNT
 - 2 A PERCENTAGE
 - 3 A MINIMUM AND/OR MAXIMUM
 - 4 SOME OTHER METHOD

AMOUNT - - -	5	43,471	41.9
RANGE	1	18,483	17.8
LESS THAN \$5.00	4	41,779	40.3
\$5.00 TO \$9.99	1	1,692	1.6
\$10.00 TO \$24.99			
\$25.00 TO \$49.99	1	18,483	17.8
\$50.00 AND OVER			
PERCENTAGE - - -			
0 - 19 %			
20 - 39 %			
40 - 59 %			
60 - 79 %			
80 - 100 %			

B. WITHDRAWAL FEE

- 1 A FIXED AMOUNT
- 2 A PERCENTAGE
- 3 A MINIMUM AND/OR MAXIMUM
- 4 SOME OTHER METHOD

AMOUNT - - -	1	1,692	1.6
RANGE			
LESS THAN \$5.00			
\$5.00 TO \$9.99	1	1,692	1.6
\$10.00 TO \$24.99			
\$25.00 TO \$49.99			
\$50.00 AND OVER			
PERCENTAGE - - -			
0 - 19 %			
20 - 39 %			
40 - 59 %			

C. RE-AFFILIATION FEE			
	1 A FIXED AMOUNT	2	19,890
	2 A PERCENTAGE		
	3 A MINIMUM AND/OR MAXIMUM		
4 SOME OTHER METHOD			
RANGE	AMOUNT - - - - -		
	LESS THAN \$5.00		
	\$5.00 TO \$9.99	1	18,198
	\$10.00 TO \$24.99	1	1,692
	\$25.00 TO \$49.99		
	\$50.00 AND OVER		
PERCENTAGE	- - - - -		
	0 - 19 %		
	20 - 39 %		
	40 - 59 %		
	60 - 79 %		
	80 - 100%		
D. RE-INSTATEMENT FEES			
	1 A FIXED AMOUNT		
	2 A PERCENTAGE		
	3 A MINIMUM AND/OR MAXIMUM		
4 SOME OTHER METHOD			
RANGE	AMOUNT - - - - -		
	LESS THAN \$5.00		
	\$5.00 TO \$9.99	3	38,941
	\$10.00 TO \$24.99	1	1,692
	\$25.00 TO \$49.99		
	\$50.00 AND OVER		
PERCENTAGE	- - - - -		
	0 - 19 %		
	20 - 39 %		
	40 - 59 %		
	60 - 79 %		
	80 - 100%		
E. OTHER FEES			
H.Q. MAY LEVY ASSESSMENTS FOR			
A. CONVENTION EXPENSES			
B. DEFENCE FUND			
C. UNION JOURNAL			
D. OTHER PURPOSES			
H.Q. MAY IMPOSE FINES			
H.Q. HAS OTHER SOURCES OF REVENUE			
TOTAL			

Table 6:20 — UNION H.Q. FINANCES — Unions in Public Administration

		NO. OF UNIONS	NO. OF MEMBERS	% OF TOTAL MEMBERS
1	CHARTER FEES CHARGED TO LOCALS			
	A. NO PROVISION			
	B. A FIXED AMOUNT PER LOCAL	6	138,451	48.4
	C. AN AMOUNT PER CHARTER MEMBER	2	26,940	9.4
	D. A FIXED AMOUNT, PLUS AMOUNT PER MEMBER			
	E. AMOUNT PER MEMBER, BUT MINIMUM TOTAL FEE			
	F. OTHER METHODS ¹⁹			
	RANGE ²⁰ — — FIXED AMOUNT — — — —			
	LESS THAN \$10.00	1	106,060	37.1
	\$10.00 TO \$24.99	1	14,081	4.9
	\$25.00 TO \$49.99	2	26,940	9.4
	\$50.00 TO \$99.99	1	106,060	37.1
	\$100.00 AND OVER	1	14,081	4.9
	AMOUNT PER MEMBER — LESS THAN \$5.00			
	\$5.00 TO \$9.99	1	106,060	37.1
	\$10.00 TO \$19.99			
	\$20.00 AND OVER			
2	PER CAPITAL TAX PAID BY LOCALS			
	A. NO PROVISION FOR PER CAPITAL TAX			
	B. PER CAPITAL TAXES COLLECTED BY H.Q. DIRECT	3	101,416	35.5
	1 SPECIFIED SINGLE AMOUNT PER MEMBER	1	962	.3
	2 SEVERAL AMOUNTS ACCORDING TO TYPE OF MEMBER			
	3 AMOUNT NOT STIPULATED			
	C. PER CAPITAL TAXES PAID BY LOCAL TO F.Q.	2	100,454	35.1
	1 SPECIFIED SINGLE AMOUNT PER MEMBER	5	149,331	52.2
	2 SEVERAL AMOUNTS ACCORDING TO TYPE OF MEMBER	4	147,081	51.5
	3 AMOUNT NOT STIPULATED			
	D. LOCAL SENDS ALL DUES TO H.Q. WHICH REFUNDS SOME	1	2,250	.7
	E. OTHER METHODS ^{21,22}	2	34,785	12.1
	RANGE			
	MINIMUM			
	LESS THAN \$1.00	2	15,043	5.26
	\$1.00 TO \$1.99	3	133,000	46.57
	\$2.00 TO \$2.99	0	0	.00
	\$3.00 TO \$3.99	0	0	.00
	\$4.00 TO \$4.99	0	0	.00
	\$5.00 TO \$5.99	0	0	.00
	\$6.00 TO \$6.99	0	0	.00
	\$7.00 TO \$7.49	0	0	.00
	\$7.50 AND OVER	0	0	.00

MAXIMUM

LESS THAN \$1.00	2	15,043	5.26
\$1.00 TO \$1.99	3	133,000	46.57
\$2.00 TO \$2.99	0	0	.00
\$3.00 TO \$3.99	0	0	.00
\$4.00 TO \$4.99	0	0	.00
\$5.00 TO \$5.99	0	0	.00
\$6.00 TO \$6.99	0	0	.00
\$7.00 TO \$7.49	0	0	.00
\$7.50 AND OVER	0	0	.00

33 H.Q. TAKES A PROPORTION OF

A. INITIATION FEE

1	A FIXED AMOUNT	2	133,178	46.6
2	A PERCENTAGE	2	8,629	3.0
3	A MINIMUM AND/OR MAXIMUM	1	14,081	4.9
4	SOME OTHER METHOD ²³			
	RANGE			
	AMOUNT	3	147,259	51.5
	LESS THAN \$5.00			

B. WITHDRAWAL FEE

1 A FIXED AMOUNT			
2 A PERCENTAGE			
3 A MINIMUM AND/OR MAXIMUM			
4 SOME OTHER METHOD			
RANGE	AMOUNT	- - - - -	
			LESS THAN \$5.00
			\$5.00 TO \$9.99
			\$10.00 TO \$24.99
			\$25.00 TO \$49.99
			\$50.00 AND OVER
	PERCENTAGE	- - - - -	
			0 - 19 %
			20 - 39 %
			40 - 59 %
			60 - 79 %
			80 - 100 %

NO. OF
MEMBERS

NO. OF
MEMBERS

NO. OF
UNIONS

C. RE-AFFILIATION FEE

1 A FIXED AMOUNT				
2 A PERCENTAGE				
3 A MINIMUM AND/OR MAXIMUM				
4 SOME OTHER METHOD				
RANGE	AMOUNT	-	-	LESS THAN \$5.00
				\$5.00 TO \$9.99
				\$10.00 TO \$24.99
				\$25.00 TO \$49.99
				\$50.00 AND OVER
PERCENTAGE	-	-	-	0 - 19 %
				20 - 39 %
				40 - 59 %
				60 - 79 %
				80 - 100%

D. RE-INSTATEMENT FEES

1 A FIXED AMOUNT				
2 A PERCENTAGE				
3 A MINIMUM AND/OR MAXIMUM				
4 SOME OTHER METHOD ²⁴				
RANGE	AMOUNT	-	-	LESS THAN \$5.00
				\$5.00 TO \$9.99
				\$10.00 TO \$24.99
				\$25.00 TO \$49.99
				\$50.00 AND OVER
PERCENTAGE	-	-	-	0 - 19 %
				20 - 39 %
				40 - 59 %
				60 - 79 %
				80 - 100%

E. OTHER FEES²⁵

H.Q. MAY LEVY ASSESSMENTS FOR				
A.CONVENTION EXPENSES				
B.DEFENCE FUND				
C.UNION JOURNAL				
D.OTHER PURPOSES ²⁶				
H.Q. MAY IMPOSE FINES ²⁷				
H.Q. HAS OTHER SOURCES OF REVENUE ²⁸				

TOTAL

Table 6:21 -- UNION H.Q. FINANCES -- Unions up to 9,999 Members

1	CHARTER FEES CHARGED TO LOCALS	NC. OF UNIONS	NO. OF MEMBERS	% OF TOTAL MEMBERS	
1	A. NO PROVISION	43	130,426	38.8	
	B. A FIXED AMOUNT PER LOCAL	36	172,051	51.2	
	C. AN AMOUNT PER CHARTER MEMBER	2	8,162	2.4	
	D. A FIXED AMOUNT, PLUS AMOUNT PER MEMBER	2	9,692	2.8	
	E. AMOUNT PER MEMBER, BUT MINIMUM TOTAL FEE	2	4,048	1.2	
	F. OTHER METHODS ¹⁹	2	11,182	3.3	
	RANGE ²⁰ -- -- FIXED AMOUNT -- --				
	LESS THAN \$10.00	7	33,464	9.9	
	\$10.00 TO \$24.99	10	55,952	16.6	
	\$25.00 TO \$49.99	15	62,543	18.6	
	\$50.00 TO \$99.99	7	30,994	9.2	
	\$100.00 AND OVER	1	2,838	.8	
	AMOUNT PER MEMBER -- LESS THAN \$5.00	3	10,562	3.1	
	\$5.00 TO \$9.99	3	11,340	3.3	
	\$10.00 TO \$19.99				
	\$20.00 AND OVER				
2	PER CAPITA TAX PAID BY LOCALS				
	A. NO PROVISION FOR PER CAPITA TAX	2	2,750	.8	
	B. PER CAPITA TAXES COLLECTED BY H.Q. DIRECT	13	35,843	10.6	
	1 SPECIFIED SINGLE AMOUNT PER MEMBER	3	9,902	2.9	
	2 SEVERAL AMOUNTS ACCORDING TO TYPE OF MEMBER	3	6,909	2.0	
	3 AMOUNT NOT STIPULATED	7	19,032	5.6	
	C. PER CAPITA TAXES PAID BY LOCAL TO H.Q.	65	273,531	81.5	
	1 SPECIFIED SINGLE AMOUNT PER MEMBER	41	150,809	44.9	
	2 SEVERAL AMOUNTS ACCORDING TO TYPE OF MEMBER	16	80,693	24.0	
	3 AMOUNT NOT STIPULATED	8	42,029	12.5	
	D. LOCAL SENDS ALL DUES TO H.Q. WHICH REFUNDS SOME	5	17,701	5.2	
	E. OTHER METHODS ^{21,22}	2	5,736	1.7	
	RANGE				
	MINIMUM				
	LESS THAN \$1.00	12	54,090	16.11	
	\$1.00 TO \$1.99	17	58,496	17.43	
	\$2.00 TO \$2.99	19	84,173	25.08	
	\$3.00 TO \$3.99	9	31,021	9.24	
	\$4.00 TO \$4.99	0	0	.00	
	\$5.00 TO \$5.99	0	0	.00	
	\$6.00 TO \$6.99	0	0	.00	
	\$7.00 TO \$7.49	0	0	.00	
	\$7.50 AND OVER	0	0	.00	

MAXIMUM

LESS THAN \$1.00	NO. OF UNIONS	NO. OF MEMBERS	% OF TOTAL MEMBERS
\$1.00 TO \$1.99	10	36,005	10.72
\$2.00 TO \$2.99	16	59,199	17.64
\$3.00 TO \$3.99	16	71,344	21.26
\$4.00 TO \$4.99	9	24,300	7.24
\$5.00 TO \$5.99	1	1,456	.43
\$6.00 TO \$6.99	3	20,468	6.09
\$7.00 TO \$7.49	0	0	.00
\$7.50 AND OVER	0	0	.00
	1	2,330	.69

3

H.Q. TAKES A PROPORTION OF

A. INITIATION FEE

- 1 A FIXED AMOUNT
- 2 A PERCENTAGE
- 3 A MINIMUM AND/OR MAXIMUM
- 4 SOME OTHER METHOD²³

RANGE	AMOUNT	PERCENTAGE	LESS THAN \$5.00	NO. OF UNIONS	NO. OF MEMBERS	% OF TOTAL MEMBERS
			\$5.00 TO \$9.99	30	120,276	35.8
			\$10.00 TO \$24.99	18	61,437	18.3
			\$25.00 TO \$49.99	2	16,036	4.7
			\$50.00 AND OVER	8	36,645	10.9
			0 - 19 %	22	84,027	25.0
			20 - 39 %	6	32,425	9.6
			40 - 59 %	5	23,190	6.9
			60 - 79 %	3	18,605	5.5
			80 - 100 %	1	3,213	.9
				3	6,118	1.8
				2	10,502	3.1
				5	15,124	4.5
				1	1,200	.3
				7	28,493	8.4

B. WITHDRAWAL FEE

- 1 A FIXED AMOUNT
- 2 A PERCENTAGE
- 3 A MINIMUM AND/OR MAXIMUM
- 4 SOME OTHER METHOD

RANGE	AMOUNT	PERCENTAGE	LESS THAN \$5.00	NO. OF UNIONS	NO. OF MEMBERS	% OF TOTAL MEMBERS
			\$5.00 TO \$9.99	5	21,453	6.3
			\$10.00 TO \$24.99	2	3,340	.9
			\$25.00 TO \$49.99	1	3,213	.9
			\$50.00 AND OVER			
			0 - 19 %			
			20 - 39 %			
			40 - 59 %			
				2	6,411	1.9

Table 6:21 - (Concluded)

C. RE-AFFILIATION FEE					
1 A FIXED AMOUNT				6	21,191
2 A PERCENTAGE				1	1,370
3 A MINIMUM AND/OR MAXIMUM					6.3
4 SOME OTHER METHOD					.4
RANGE	AMOUNT	-	-		
			LESS THAN \$5.00		
			\$5.00 TO \$9.99	1	7,411
			\$10.00 TO \$24.99	2	3,900
			\$25.00 TO \$49.99	2	9,155
			\$50.00 AND OVER	1	725
	PERCENTAGE	-	-		
			0 - 19 %		2.2
			20 - 39 %		1.1
			40 - 59 %		2.7
			60 - 79 %		.2
			80 - 100 %	1	1,370
					.4
D. RE-INSTATEMENT FEES					
1 A FIXED AMOUNT				17	76,197
2 A PERCENTAGE				10	27,289
3 A MINIMUM AND/OR MAXIMUM				1	7,411
4 SOME OTHER METHOD ²⁴				4	11,200
RANGE	AMOUNT	-	-		
			LESS THAN \$5.00	7	29,410
			\$5.00 TO \$9.99	4	20,525
			\$10.00 TO \$24.99	5	27,706
			\$25.00 TO \$49.99	4	12,872
			\$50.00 AND OVER		3.8
	PERCENTAGE	-	-		
			0 - 19 %	2	5,600
			20 - 39 %	1	836
			40 - 59 %	5	15,872
			60 - 79 %	1	1,200
			80 - 100 %	1	3,781
				5	27,590
					1.6
					.2
					4.7
					.3
					1.1
					8.2
E. OTHER FEES ²⁵					
H.Q. MAY LEVY ASSESSMENTS FOR					
A. CONVENTION EXPENSES				5	20,315
B. DEFENCE FUND				17	74,967
C. UNION JOURNAL				4	9,931
D. OTHER PURPOSES ²⁶				44	184,611
H.Q. MAY IMPOSE FINES ²⁷				50	190,269
H.Q. HAS OTHER SOURCES OF REVENUE ²⁸				44	191,242
					56.9
				87	335,561

Table 6:22 - UNION H.Q. FINANCES - Unions from 10,000 to 19,999 Members

		NC. OF UNIONS	NC. OF MEMBERS	% OF TOTAL MEMBERS
1	CHARTER FEES CHARGED TO LOCALS			
	A. NO PROVISION	7	106,777	27.6
	B. A FIXED AMOUNT PER LOCAL	17	229,014	59.3
	C. AN AMOUNT PER CHARTER MEMBER	1	17,522	4.5
	D. A FIXED AMOUNT, PLUS AMOUNT PER MEMBER	1	18,483	4.7
	E. AMOUNT PER MEMBER, BUT MINIMUM TOTAL FEE			
	F. OTHER METHODS ¹⁹ -----			
	RANGE ²⁰ - - - FIXED AMOUNT - - -			
	LESS THAN \$10.00	1	14,081	3.6
	\$10.00 TO \$24.99	2	28,397	7.3
	\$25.00 TO \$49.99	5	69,077	17.9
	\$50.00 TO \$99.99	11	146,118	37.8
	\$100.00 AND OVER -----	1	17,986	4.6
	AMOUNT PER MEMBER -	2	36,005	9.3
	LESS THAN \$5.00			
	\$5.00 TO \$9.99			
	\$10.00 TO \$19.99			
	\$20.00 AND OVER -----			
2	PER CAPITA TAX PAID BY LOCALS			
	A. NO PROVISION FOR PER CAPITA TAX -----			
	B. PER CAPITA TAXES COLLECTED BY H.Q. DIRECT -----	2	29,294	7.5
	1 SPECIFIED SINGLE AMOUNT PER MEMBER			
	2 SEVERAL AMOUNTS ACCORDING TO TYPE OF MEMBER			
	3 AMOUNT NOT STIPULATED			
	C. PER CAPITA TAXES PAID BY LOCAL TO H.Q. -----	1	12,411	3.2
	1 SPECIFIED SINGLE AMOUNT PER MEMBER	1	16,883	4.3
	2 SEVERAL AMOUNTS ACCORDING TO TYPE OF MEMBER	24	343,083	88.9
	3 AMOUNT NOT STIPULATED	21	308,676	79.9
	D. LOCAL SENDS ALL DUES TO H.Q. WHICH REFUNDS SOME -----	1	12,534	3.2
	E. OTHER METHODS ^{21,22} -----	2	21,873	5.6
	RANGE -----			
	MINIMUM	1	13,500	3.4
	LESS THAN \$1.00			
	\$1.00 TO \$1.99	5	86,248	22.35
	\$2.00 TO \$2.99	5	68,448	17.73
	\$3.00 TO \$3.99	12	166,476	43.14
	\$4.00 TO \$4.99	1	12,449	3.22
	\$5.00 TO \$5.99	0	0	.00
	\$6.00 TO \$6.99	0	0	.00
	\$7.00 TO \$7.49	0	0	.00
	\$7.50 AND OVER	0	0	.00

Table 6:22 -- (Concluded)

MAXIMUM	LESS THAN \$1.00			
	\$1.00 TO \$1.99	5	86,248	22,335
	\$2.00 TO \$2.99	4	56,037	14,52
	\$3.00 TO \$3.99	12	166,353	43,11
	\$4.00 TO \$4.99	1	12,449	3,22
	\$5.00 TO \$5.99	0	0	.00
	\$6.00 TO \$6.99	0	0	.00
	\$7.00 TO \$7.49	0	0	.00
	\$7.50 AND OVER	0	0	.00

3 H.Q. TAKES A PROPORTION OF

A. INITIATION FEE

1 A FIXED AMOUNT		16	240,012	62.1
2 A PERCENTAGE		3	40,577	10.5
3 A MINIMUM AND/OR MAXIMUM		3	45,013	11.6
4 SOME OTHER METHOD ²³		1	13,005	3.3
RANGE	AMOUNT - - -	14	205,888	53.3
	LESS THAN \$5.00	3	48,205	12.4
	\$5.00 TO \$9.99	1	12,449	3.2
	\$10.00 TO \$24.99	1	18,483	4.7
	\$25.00 TO \$49.99			
	\$50.00 AND OVER	1	16,782	4.3
PERCENTAGE - -	0 - 19 %			
	20 - 39 %			
	40 - 59 %	2	23,795	6.1
	60 - 79 %			
	80 - 100 %			

B. WITHDRAWAL FEE

1 A FIXED AMOUNT		1	10,454	2.7
2 A PERCENTAGE				
3 A MINIMUM AND/OR MAXIMUM				
4 SOME OTHER METHOD		1	10,454	2.7
RANGE	AMOUNT - - -			
	LESS THAN \$5.00			
	\$5.00 TO \$9.99			
	\$10.00 TO \$24.99			
	\$25.00 TO \$49.99			
	\$50.00 AND OVER			
PERCENTAGE - -	0 - 19 %			
	20 - 39 %			
	40 - 59 %			
	60 - 79 %			
	80 - 100 %			

C. RE-AFFILIATION FEE				NO. OF UNIONS	NO. OF MEMBERS	% OF TOTAL MEMBERS
1 A FIXED AMOUNT	2 A PERCENTAGE	3 A MINIMUM AND/OR MAXIMUM	4 SOME OTHER METHOD			
RANGE	AMOUNT	-	-	2	30,647	7.9
	LESS THAN \$5.00					
	\$5.00 TO \$9.99			1	18,198	4.7
	\$10.00 TO \$24.99			1	12,449	3.2
	\$25.00 TO \$49.99					
	\$50.00 AND OVER					
PERCENTAGE	-	-				
	0 - 19 %					
	20 - 39 %					
	40 - 59 %					
	60 - 79 %					
	80 - 100%					
D. RE-INSTATEMENT FEES						
1 A FIXED AMOUNT				11	171,381	44.4
2 A PERCENTAGE				4	52,377	13.5
3 A MINIMUM AND/OR MAXIMUM				1	14,081	3.6
4 SOME OTHER METHOD ²⁴						
RANGE	AMOUNT	-	-	9	137,342	35.5
	LESS THAN \$5.00			2	35,671	9.2
	\$5.00 TO \$9.99			1	12,449	3.2
	\$10.00 TO \$24.99					
	\$25.00 TO \$49.99					
	\$50.00 AND OVER					
PERCENTAGE	-	-		4	52,377	13.5
	0 - 19 %					
	20 - 39 %					
	40 - 59 %					
	60 - 79 %					
	80 - 100%					
E. OTHER FEES ²⁵						
4 H.Q. MAY LEVY ASSESSMENTS FOR				3	35,399	9.1
A. CONVENTION EXPENSES						
B. DEFENCE FUND				4	54,351	14.0
C. UNION JOURNAL				7	103,220	26.7
D. OTHER PURPOSES ²⁶				3	40,851	10.5
H.Q. MAY IMPOSE FINES ²⁷				18	257,857	66.8
H.Q. HAS OTHER SOURCES OF REVENUE ²⁸				14	215,600	55.8
				22	322,062	83.4
TOTAL				27	385,877	

Table 6:23 — UNION H.Q. FINANCES — Unions from 20,000 to 29,999 Members

				NO. OF UNIONS	NO. OF MEMBERS	% OF TOTAL MEMBERS
1	CHARTER FEES CHARGED TO LOCALS					
	A. NO PROVISION					
	B. A FIXED AMOUNT PER LOCAL			1	27,118	9.3
	C. AN AMOUNT PER CHARTER MEMBER			7	164,065	56.6
	D. A FIXED AMOUNT, PLUS AMOUNT PER MEMBER			1	28,622	9.8
	E. AMOUNT PER MEMBER, BUT MINIMUM TOTAL FEE			1	20,179	6.9
	F. OTHER METHODS ¹⁹					
	RANGE ²⁰ — — — — — FIXED AMOUNT — — — — —			2	49,542	17.1
	LESS THAN \$10.00			1	22,135	7.6
	\$10.00 TO \$24.99			2	40,000	13.8
	\$25.00 TO \$49.99			5	121,410	41.9
	\$50.00 TO \$99.99			1	20,659	7.1
	\$100.00 AND OVER					
	AMOUNT PER MEMBER — LESS THAN \$5.00			2	48,801	16.8
	\$5.00 TO \$9.99					
	\$10.00 TO \$19.99					
	\$20.00 AND OVER					
2	PER CAPITA TAX PAID BY LOCALS					
	A. NO PROVISION FOR PER CAPITA TAX					
	B. PER CAPITA TAXES COLLECTED BY H.Q. DIRECT					
	1 SPECIFIED SINGLE AMOUNT PER MEMBER					
	2 SEVERAL AMOUNTS ACCORDING TO TYPE OF MEMBER					
	3 AMOUNT NOT STIPULATED					
	C. PER CAPITA TAXES PAID BY LOCAL TO H.Q.			11	262,408	90.6
	1 SPECIFIED SINGLE AMOUNT PER MEMBER			9	207,866	71.7
	2 SEVERAL AMOUNTS ACCORDING TO TYPE OF MEMBER			1	25,000	8.6
	3 AMOUNT NOT STIPULATED			1	29,542	10.2
	D. LOCAL SENDS ALL DUES TO H.Q. WHICH REFUNDS SOME			1	27,118	9.3
	E. OTHER METHODS ^{21,22}					
	RANGE					
	MINIMUM					
	LESS THAN \$1.00			0		.00
	\$1.00 TO \$1.99			5	118,644	40.97
	\$2.00 TO \$2.99			5	114,222	39.45
	\$3.00 TO \$3.99			0	0	.00
	\$4.00 TO \$4.99			0	0	.00
	\$5.00 TO \$5.99			0	0	.00
	\$6.00 TO \$6.99			0	0	.00
	\$7.00 TO \$7.49			0	0	.00
	\$7.50 AND OVER			0	0	.00

MAXIMUM

LESS THAN \$1.00	0	0	.00
\$1.00 TO \$1.99	4	93,644	22.34
\$2.00 TO \$2.99	6	139,222	48.08
\$3.00 TO \$3.99	0	0	.00
\$4.00 TO \$4.99	0	0	.00
\$5.00 TO \$5.99	0	0	.00
\$6.00 TO \$6.99	0	0	.00
\$7.00 TO \$7.49	0	0	.00
\$7.50 AND OVER	0	0	.00
	12	289,526	

TOTAL

3 H.Q. TAKES A PROPORTION OF A. INITIATION FEE

1 A FIXED AMOUNT	5	123,448	42.6
2 A PERCENTAGE	2	53,523	18.4
3 A MINIMUM AND/OR MAXIMUM	1	20,000	6.9
4 SOME OTHER METHOD ²³	1	20,179	6.9
RANGE	5	114,545	39.5
	1	28,903	9.9

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B. WITHDRAWAL FEE

1 A FIXED AMOUNT	1	28,622	9.8
2 A PERCENTAGE			
3 A MINIMUM AND/OR MAXIMUM			
4 SOME OTHER METHOD	1	28,622	9.8
RANGE			
PERCENTAGE			
LESS THAN \$5.00			
\$5.00 TO \$9.99			
\$10.00 TO \$24.99			
\$25.00 TO \$49.99			
\$50.00 AND OVER			
0 - 19 %			
20 - 39 %			
40 - 59 %			
80 - 100 %			

Table 6:23 -- (Concluded)

C. RE-AFFILIATION FEE					
1	A FIXED AMOUNT			20,179	6.9
2	A PERCENTAGE				
3	A MINIMUM AND/OR MAXIMUM				
4	SOME OTHER METHOD				
	RANGE	AMOUNT	- - - - -		
		LESS THAN \$5.00			
		\$5.00 TO \$9.99			
		\$10.00 TO \$24.99			
		\$25.00 TO \$49.99			
		\$50.00 AND OVER			
	PERCENTAGE	- - - - -			
		0 - 19 %			
		20 - 39 %			
		40 - 59 %			
		60 - 79 %			
		80 - 100 %			
D. RE-INSTATEMENT FEES					
3	A FIXED AMOUNT			69,082	23.8
2	A PERCENTAGE			53,523	18.4
3	A MINIMUM AND/OR MAXIMUM				
4	SOME OTHER METHOD ²⁴				
	RANGE	AMOUNT	- - - - -		
		LESS THAN \$5.00			
		\$5.00 TO \$9.99			
		\$10.00 TO \$24.99			
		\$25.00 TO \$49.99			
		\$50.00 AND OVER			
	PERCENTAGE	- - - - -			
		0 - 19 %			
		20 - 39 %			
		40 - 59 %			
		60 - 79 %			
		80 - 100 %			
E. OTHER FEES ²⁵					
4	H.Q. MAY LEVY ASSESSMENTS FOR				
	A. CONVENTION EXPENSES				
	B. DEFENCE FUND				
	C. UNION JOURNAL				
	D. OTHER PURPOSES ²⁶				
5	H.Q. MAY IMPOSE FINES ²⁷				
6	H.Q. HAS OTHER SOURCES OF REVENUE ²⁸				
	TOTAL			289,526	

Table 6.24 — UNION H.Q. FINANCES — Unions over 30,000 Members

		NC. OF UNIONS	NC. OF MEMBERS	% OF TOTAL MEMBERS
1	CHARTER FEES CHARGED TO LOCALS			
	A. NO PROVISION	3	257,750	30.8
	B. A FIXED AMOUNT PER LOCAL	6	343,036	41.1
	C. AN AMOUNT PER CHARTER MEMBER	1	48,450	5.8
	D. A FIXED AMOUNT, PLUS AMOUNT PER MEMBER	2	148,799	17.8
	E. AMOUNT PER MEMBER, BUT MINIMUM TOTAL FEE	1	36,335	4.3
	F. OTHER METHODS ¹⁹	1	32,585	3.9
	RANGE ²⁰ — — FIXED AMOUNT — — LESS THAN \$10.00	4	322,682	38.6
		3	136,568	16.3
	AMOUNT PER MEMBER — LESS THAN \$5.00	2	148,799	17.8
	\$5.00 TO \$9.99	1	48,450	5.8
	\$10.00 TO \$19.99			
	\$20.00 AND OVER			
2	PER CAPITA TAX PAID BY LOCALS			
	A. NO PROVISION FOR PER CAPITA TAX	1	92,835	11.1
	B. PER CAPITA TAXES COLLECTED BY H.Q. DIRECT			
	1 SPECIFIED SINGLE AMOUNT PER MEMBER	1	92,835	11.1
	2 SEVERAL AMOUNTS ACCORDING TO TYPE OF MEMBER	11	611,535	73.2
	3 AMOUNT NOT STIPULATED	6	381,989	45.7
	C. PER CAPITA TAXES PAID BY LOCAL TO H.Q.	4	196,961	23.6
	1 SPECIFIED SINGLE AMOUNT PER MEMBER	1	32,585	3.9
	2 SEVERAL AMOUNTS ACCORDING TO TYPE OF MEMBER	1	130,000	15.5
	3 AMOUNT NOT STIPULATED			
	D. LOCAL SENDS ALL DUES TO H.Q. WHICH REFUNDS SOME			
	E. OTHER METHODS ^{21,22}			
	RANGE			
	MINIMUM	1	48,576	5.82
	LESS THAN \$1.00	5	322,761	38.68
	\$1.00 TO \$1.99	4	246,828	29.58
	\$2.00 TO \$2.99	1	90,785	10.88
	\$3.00 TO \$3.99	0	0	.00
	\$4.00 TO \$4.99	0	0	.00
	\$5.00 TO \$5.99	0	0	.00
	\$6.00 TO \$6.99	0	0	.00
	\$7.00 TO \$7.49	0	0	.00
	\$7.50 AND OVER	0	0	.00

Table 6:24 (Concluded)

		MAXIMUM			
	LESS THAN \$1.00	1	48,576	5.82	
	\$1.00 TO \$1.99	2	160,715	19.26	
	\$2.00 TO \$2.99	4	289,174	34.65	
	\$3.00 TO \$3.99	2	139,235	16.68	
	\$4.00 TO \$4.99	0	0	.00	
	\$5.00 TO \$5.99	0	0	.00	
	\$6.00 TO \$6.99	0	0	.00	
	\$7.00 TO \$7.49	0	0	.00	
	\$7.50 AND OVER	0	0	.00	
3	H.Q. TAKES A PROPORTION OF				
	A. INITIATION FEE				
	1 A FIXED AMOUNT	6	463,413	55.5	
	2 A PERCENTAGE	2	83,365	9.9	
	3 A MINIMUM AND/OR MAXIMUM				
	4 SOME OTHER METHOD ²³	1	77,261	9.2	
	RANGE	6	463,413	55.5	
		1	77,261	9.2	
	LESS THAN \$5.00				
	\$5.00 TO \$9.99				
	\$10.00 TO \$24.99				
	\$25.00 TO \$49.99				
	\$50.00 AND OVER				
	PERCENTAGE				
	0 - 19 %				
	20 - 39 %				
	40 - 59 %				
	60 - 79 %				
	80 - 100 %				
	LESS THAN \$5.00				
	\$5.00 TO \$9.99				
	\$10.00 TO \$24.99				
	\$25.00 TO \$49.99				
	\$50.00 AND OVER				
	PERCENTAGE				
	0 - 19 %				
	20 - 39 %				
	40 - 59 %				
	60 - 79 %				
	80 - 100 %				
	LESS THAN \$5.00				
	\$5.00 TO \$9.99				
	\$10.00 TO \$24.99				
	\$25.00 TO \$49.99				
	\$50.00 AND OVER				
	PERCENTAGE				
	0 - 19 %				
	20 - 39 %				
	40 - 59 %				
	60 - 79 %				
	80 - 100 %				
	LESS THAN \$5.00				
	\$5.00 TO \$9.99				
	\$10.00 TO \$24.99				
	\$25.00 TO \$49.99				
	\$50.00 AND OVER				
	PERCENTAGE				
	0 - 19 %				
	20 - 39 %				
	40 - 59 %				
	60 - 79 %				
	80 - 100 %				
	LESS THAN \$5.00				
	\$5.00 TO \$9.99				
	\$10.00 TO \$24.99				
	\$25.00 TO \$49.99				
	\$50.00 AND OVER				
	PERCENTAGE				
	0 - 19 %				
	20 - 39 %				
	40 - 59 %				
	60 - 79 %				
	80 - 100 %				
	LESS THAN \$5.00				
	\$5.00 TO \$9.99				
	\$10.00 TO \$24.99				
	\$25.00 TO \$49.99				
	\$50.00 AND OVER				
	PERCENTAGE				
	0 - 19 %				
	20 - 39 %				
	40 - 59 %				
	60 - 79 %				
	80 - 100 %				
	LESS THAN \$5.00				
	\$5.00 TO \$9.99				
	\$10.00 TO \$24.99				
	\$25.00 TO \$49.99				
	\$50.00 AND OVER				
	PERCENTAGE				
	0 - 19 %				
	20 - 39 %				
	40 - 59 %				
	60 - 79 %				
	80 - 100 %				
	LESS THAN \$5.00				
	\$5.00 TO \$9.99				
	\$10.00 TO \$24.99				
	\$25.00 TO \$49.99				
	\$50.00 AND OVER				
	PERCENTAGE				
	0 - 19 %				
	20 - 39 %				
	40 - 59 %				
	60 - 79 %				
	80 - 100 %				
	LESS THAN \$5.00				
	\$5.00 TO \$9.99				
	\$10.00 TO \$24.99				
	\$25.00 TO \$49.99				
	\$50.00 AND OVER				
	PERCENTAGE				
	0 - 19 %				
	20 - 39 %				
	40 - 59 %				
	60 - 79 %				
	80 - 100 %				
	LESS THAN \$5.00				
	\$5.00 TO \$9.99				
	\$10.00 TO \$24.99				
	\$25.00 TO \$49.99				
	\$50.00 AND OVER				
	PERCENTAGE				
	0 - 19 %				
	20 - 39 %				
	40 - 59 %				
	60 - 79 %				
	80 - 100 %				
	LESS THAN \$5.00				
	\$5.00 TO \$9.99				
	\$10.00 TO \$24.99				
	\$25.00 TO \$49.99				
	\$50.00 AND OVER				
	PERCENTAGE				
	0 - 19 %				
	20 - 39 %				
	40 - 59 %				
	60 - 79 %				
	80 - 100 %				
	LESS THAN \$5.00				
	\$5.00 TO \$9.99				
	\$10.00 TO \$24.99				
	\$25.00 TO \$49.99				
	\$50.00 AND OVER				
	PERCENTAGE				
	0 - 19 %				
	20 - 39 %				
	40 - 59 %				
	60 - 79 %				
	80 - 100 %				
	LESS THAN \$5.00				
	\$5.00 TO \$9.99				
	\$10.00 TO \$24.99				
	\$25.00 TO \$49.99				
	\$50.00 AND OVER				
	PERCENTAGE				
	0 - 19 %				
	20 - 39 %				
	40 - 59 %				
	60 - 79 %				
	80 - 100 %				
	LESS THAN \$5.00				
	\$5.00 TO \$9.99				
	\$10.00 TO \$24.99				
	\$25.00 TO \$49.99				
	\$50.00 AND OVER				
	PERCENTAGE				
	0 - 19 %				
	20 - 39 %				
	40 - 59 %				
	60 - 79 %				
	80 - 100 %				
	LESS THAN \$5.00				
	\$5.00 TO \$9.99				
	\$10.00 TO \$24.99				
	\$25.00 TO \$49.99				
	\$50.00 AND OVER				
	PERCENTAGE				
	0 - 19 %				
	20 - 39 %				
	40 - 59 %				
	60 - 79 %				
	80 - 100 %				
	LESS THAN \$5.00				
	\$5.00 TO \$9.99				
	\$10.00 TO \$24.99				
	\$25.00 TO \$49.99				
	\$50.00 AND OVER				
	PERCENTAGE				
	0 - 19 %				
	20 - 39 %				
	40 - 59 %				
	60 - 79 %				
	80 - 100 %				
	LESS THAN \$5.00				
	\$5.00 TO \$9.99				
	\$10.00 TO \$24.99				
	\$25.00 TO \$49.99				
	\$50.00 AND OVER				
	PERCENTAGE				
	0 - 19 %				
	20 - 39 %				
	40 - 59 %				
	60 - 79 %				
	80 - 100 %				
	LESS THAN \$5.00				
	\$5.00 TO \$9.99				
	\$10.00 TO \$24.99				
	\$25.00 TO \$49.99				
	\$50.00 AND OVER				
	PERCENTAGE				
	0 - 19 %				
	20 - 39 %				
	40 - 59 %				
	60 - 79 %				
	80 - 100 %				
	LESS THAN \$5.00				
	\$5.00 TO \$9.99				
	\$10.00 TO \$24.99				
	\$25.00 TO \$49.99				
	\$50.00 AND OVER				
	PERCENTAGE				
	0 - 19 %				
	20 - 39 %				
	40 - 59 %				
	60 - 79 %				
	80 - 100 %				
	LESS THAN \$5.00				
	\$5.00 TO \$9.99				
	\$10.00 TO \$24.99				
	\$25.00 TO \$49.99				
	\$50.00 AND OVER				
	PERCENTAGE				
	0 - 19 %				
	20 - 39 %				
	40 - 59 %				
	60 - 79 %				
	80 - 100 %				
	LESS THAN \$5.00				
	\$5.00 TO \$9.99				
	\$10.00 TO \$24.99				
	\$25.00 TO \$49.99				
	\$50.00 AND OVER				
	PERCENTAGE				
	0 - 19 %				
	20 - 39 %				
	40 - 59 %				
	60 - 79 %				
	80 - 100 %				
	LESS THAN \$5.00				
	\$5.00 TO \$9.99				
	\$10.00 TO \$24.99				
	\$25.00 TO \$49.99				
	\$50.00 AND OVER				
	PERCENTAGE				
	0 - 19 %				
	20 - 39 %				
	40 - 59 %				
	60 - 79 %				
	80 - 100 %				
	LESS THAN \$5.00				
	\$5.00 TO \$9.99				
	\$10.00 TO \$24.99				
	\$25.00 TO \$49.99				
	\$50.00 AND OVER				
	PERCENTAGE				
	0 - 19 %				
	20 - 39 %				
	40 - 59 %				
	60 - 79 %				
	80 - 100 %				
	LESS THAN \$5.00				
	\$5.00 TO \$9.99				
	\$10.00 TO \$24.99				
	\$25.00 TO \$49.99				

C. RE-AFFILIATION FEE		1	42,739	5.1
1	A FIXED AMOUNT			
2	A PERCENTAGE			
3	A MINIMUM AND/OR MAXIMUM			
4	SOME OTHER METHOD			
RANGE	AMOUNT - - - - -	1	42,739	5.1
	LESS THAN \$5.00			
	\$5.00 TO \$9.99			
	\$10.00 TO \$24.99			
	\$25.00 TO \$49.99			
	\$50.00 AND OVER			
PERCENTAGE	- - - - -			
	0 - 19 %			
	20 - 39 %			
	40 - 59 %			
	60 - 79 %			
	80 - 100 %			
D. RE-INSTATEMENT FEES				
1	A FIXED AMOUNT	3	188,179	22.5
2	A PERCENTAGE	1	48,450	5.8
3	A MINIMUM AND/OR MAXIMUM			
4	SOME OTHER METHOD ²⁴	1	77,261	9.2
RANGE	AMOUNT - - - - -	3	188,179	22.5
	LESS THAN \$5.00			
	\$5.00 TO \$9.99			
	\$10.00 TO \$24.99			
	\$25.00 TO \$49.99			
	\$50.00 AND OVER			
PERCENTAGE	- - - - -			
	0 - 19 %			
	20 - 39 %			
	40 - 59 %			
	60 - 79 %			
	80 - 100 %			
E. OTHER FEES ²⁵				
H.Q.	MAY LEVY ASSESSMENTS FOR			
	A. CONVENTION EXPENSES			
	B. DEFENCE FUND			
	C. UNION JOURNAL			
	D. OTHER PURPOSES ²⁶			
H.Q.	MAY IMPOSE FINES ²⁷			
H.Q.	HAS OTHER SOURCES OF REVENUE ²⁸			
	TOTAL	13	834,370	

2. Other Stipulations Regarding Union H.Q. Finances.

Apart from the provisions regarding the sources of revenue of union headquarters, constitutions also contain provisions regarding the use to which they may put this revenue. Such provisions take several forms: stipulations regarding the disposal (or allocation) of funds among various purposes, the salaries and expenses of the officers, the expenses of convention delegates, and the establishment of welfare funds for members and officers.

Disposal of Funds

In 89 of the constitutions, whose unions represented 60.5 per cent of the total membership, there were provisions regarding the disposal of the revenue amongst various funds. The most common fund to receive an allocation was the defence fund, followed by the general fund; provisions for the former were to be found in 57 constitutions, whose unions represented 39.2 per cent of total membership and for the latter in 52 constitutions, whose unions represented 35.4 per cent of total membership.

There were various types of provisions regarding such disposals. In some cases the fund or funds were merely mentioned, with no indication of the amount of money which should be allocated to them; this was most common in the case of the defence fund. In other cases, there were stipulations regarding the allocation of the per capita tax amongst various funds, usually by specifying the amounts to be allocated. For instance, of the \$2.45 per capita tax of the Canadian Union of Postal Workers, 40 cents went to the defence fund, 10 cents to the union journal, 20 cents to the reserve and emergency fund, 10 cents to the Canadian Labour Congress, 5 cents to the Postal Workers' Brotherhood, and \$1.60 to the general fund. The Auto Workers established a union strike insurance fund, into which the local had to pay \$1.25 per member per month, and of the \$1.75 per capita tax, 5 cents went to the union journal, 1 cent to the Fair Practices and Anti-Discrimination Fund, 3 cents to the Education Fund, 1 cent to the Recreation Fund, 5 cents to the Special Citizenship fund and 1 cent to the Retired Members Fund, the remainder presumably going to the General Fund. The International Ladies Garment Workers' allocated 25 cents to the defence fund, 8 cents to benefits, 10 cents to the union journal, and 25 cents to a fund for the union label. In some constitutions, reference was also made to the allocation of other sources of revenue, such as initiation fees; the Bricklayers' Union, for instance, not only stipulated how the per capita tax should be allocated amongst the defence, benefits and general funds, but also stipulated that of the \$10 which it received as its proportion of initiation fees, \$4.50 should go to the defence fund. In some constitutions, total revenue was allocated amongst various funds on a percentage basis, the Painters' Union stipulated that the defence fund should receive 12 per cent of revenue, the convention 4 per cent, the union journal 7 per cent, the political education fund one-half of one per cent, the general fund 28 per cent, organizing fund 47 per cent, apprenticeship training 1 1/2 per cent. The Labourers' International allocated 77 per cent of the initiation fees, 57 per cent of the reinstatement fees, and 90 cents of the per capita tax to the general fund; 20 per cent of initiation fees, 40 per cent of the reinstatement fees, and 25 cents of the per capita tax to the death benefit fund; and 3 per cent of the initiation fees, 3 per cent of the reinstatement fees, and 5 cents of the per capita tax to the international union pension fund; and 5 cents of the per capita tax to the convention fund. The I.B.E.W. allocation was complicated by stipulations of different amounts from different types of member: the general fund received \$1.30 of the per capita taxes plus all admission fees, the pension fund received \$1.60 of the per capita tax of all A members and \$2.20 of the per capita tax of A members on withdrawal, the journal received 10 cents of all per capita tax, the defence fund 3 cents and the convention fund 7 cents. In the case of the Bookbinders' International, a lump sum of up to \$15,000 was allocated for convention expenses, in addition to other stipulations regarding the allocation of the per capita tax. Of its \$1 per capita tax, the Canadian Federation of Public Service Employees allocated 50 cents for technical and professional services of the Federation.

Among international unions, AFL-CIO/CLC affiliates and construction unions were to be found the highest percentages of members in unions which made same provision for the disposal of funds. International unions and AFL-CIO/CLC affiliates, as well as manufacturing unions, had the highest percentages for defence funds, whilst the construction unions showed a particularly high percentage for benefit funds.

Officers' Salaries

A large majority of the constitutions made provision for the various officers' salaries. The most common provision was for the salary of the secretary-treasurer, followed by that for the president. Although the number of unions stipulating the salary of the secretary-treasurer was higher than those stipulating the president's, the range of salaries for the president was somewhat higher than for the secretary-treasurer. In 28 unions, representing 39.1 per cent of total membership, the constitutions allowed the president a salary of \$25,000 or over, as against 21 unions, representing 30.2 per cent of the total members, whose constitutions allowed such salaries for the secretary-treasurer. On the other hand, the number of unions and the percentage of members represented, whose constitutions fixed their secretary-treasurers' salaries between \$10,000 and \$25,000 was greater than the number (and percentage of members) that fixed their presidents' salaries in this range; the number of unions and the percentage of total membership in which the amount was not stipulated was also greater for the secretary-treasurer than for the president. The greater frequency of part-time presidents as against part-time secretary-treasurers is indicated in the greater number of unions which paid their president for lost time only as compared with those which did so for their secretary-treasurer.

The figures "for lost time only" were much higher in the range tables for vice-presidents and executive board members than for the presidents and secretary-treasurers. The vice-presidents and executive board members were, of course, paid lower salaries than were the presidents and the secretary-treasurers; it is probable that some of those in the lower ranges were part-time only. In some cases, the daily amount was stipulated for time lost, varying from the \$27 paid to Executive Board members of the Commercial Telegraphers' Union to the \$40 of the Transit Union.

In those constitutions where the salary was not stipulated, it was usual for the convention to determine the amount. Among those which fixed the officers' salaries according to the wage of the craft or industry, the Canadian Textile Council stipulated that their officers' salaries should not be in excess of the highest paid worker in the industry; on the other hand, the Typographical Union paid its general president and general secretary-treasurer three times the average weekly wages of its members, and its vice-president two and one-half times. The Stereotypers' International, in laying down the salaries of its president and general secretary, decreed that the salaries should be increased each February in accordance with members' wage increases. The Letter Carriers' Union of Canada reimbursed its general president for any benefits lost by vacating his regular job.

In many constitutions, the salaries of other officers were determined by the union president or the executive board, or by the union president with the approval of the executive board. In some cases, however, actual salaries were stipulated, sometimes on an annual, sometimes a weekly, and sometimes a daily basis. The most common salary coming under this category was that of the organizer or representative, but others were stipulated such as the Director of Organization (United Electrical), Director for Canada (Steelworkers, \$20,000), District Directors (Oil Workers' International, \$11,500), President Emeritus (I.L.A., \$20,000), etc. The Plumbers' Association employed an assistant general president at \$26,400, executive vice-president at \$24,000, assistant general secretary-treasurer \$26,400, and general organizer at \$18,000; its general executive board consisted of six vice-presidents, each receiving \$3,250 per annum plus the daily rate while the executive board was in session. In the case of the Teamsters' Union, organizers received up to \$25,000 per annum, and vice-presidents who were not full-time organizers \$18,000 per annum for attending meetings and representing the interests of the union. In many cases the positions of secretary and treasurer were separate, each receiving salaries from the union. The constitution of the Commerce and Office Employees' Union contained no provisions regarding salaries beyond the statement that the executive committee could negotiate agreements with the union staff.

The most generous of the unions in the treatment of their officers were the following:⁷

⁷ In all cases, these unions are international unions, and although Canadians are eligible, the senior executive positions are occupied almost always by U.S. citizens. Canadians may, of course, be found in other positions, such as Vice-Presidents, Board members, etc.

	Presidents' Salary per annum	Secretary-Treasurers' Salary per annum
Teamsters	\$100,000	\$75,000
International Operating Engineers	55,000	42,500
Labourers' International	50,000	48,000
Hotel Employees	50,000	43,000
Mine Workers	50,000	40,000
Steel Workers	50,000	35,000
Carpenters	41,600	31,200
Locomotive Engineers	41,392	26,913
Retail Clerks	40,000	32,500
Structural Iron Workers	40,000	27,000

The Locomotive Engineers and the Steelworkers paid their vice-presidents the same salaries as their secretary-treasurers; the Carpenters paid their first vice-president \$33,800 and the second vice-president the same as the secretary-treasurer.

Unions in manufacturing and in transport and communications showed the highest percentages of members in unions whose constitution provided for the salaries of their presidents and secretary-treasurers, followed by unions in construction. In construction and transport and communications, the percentages in unions which made provisions for the salaries of president, secretary-treasurer and vice-president were almost the same, but in manufacturing there was a greater percentage in unions which made provision for the salaries of the secretary-treasurer than for the president and considerably more than for the vice-president. In service and in public administration the percentages for the salaries of secretary-treasurer were appreciably more than those for the salaries of the president.

Almost all the international unions and AFL-CIO/CLC affiliates made provision for the salaries of the president, secretary-treasurer and vice-presidents. In the case of the all-Canadian unions and CLC-only affiliates, and provincial unions and CNTU affiliates, the percentage of total members in unions which provided for the salaries of the secretary-treasurer was appreciably higher than the percentage in unions which provided for the salaries of the president; the percentage in unions which provided for salaries of vice-presidents and executive board members were much lower. In the case of the provincial unions, the percentage of members in unions which provided for the salaries of their officers was smaller than for the all-Canadian and the international unions. In the case of the CNTU affiliates the majority of members were in unions which provided for the salaries of their secretary-treasurers but only small minorities in the unions which provided for the salaries of presidents, vice-presidents, and other officers. In the case of the independent unions, between two-thirds and three-quarters of the total membership were in unions which provided for the salaries of their officers.

Looking at the range figures, it will be seen that the high salaries (above \$15,000 per annum) were all paid to the officers of international unions and that the salaries paid by AFL-CIO/CLC affiliates were in higher ranges than the other affiliates. In the case of the all-Canadian unions, the highest salaries were in the range \$10,000 to \$14,999, and for the provincial unions, no amounts were stipulated. For the all-Canadian unions and CLC-only affiliates, there were high percentages of members in unions in which the salaries of their officers were not stipulated.⁸

On average, the salary range of the officers in the construction unions were the highest of the industry groups. Eight of the unions, representing 76.1 per cent of total membership paid their presidents and secretary-treasurers \$25,000 or over. Among unions in public administration there were the highest percentages of members in unions where the salaries of the officers were not stipulated; in none of them, in fact, was the salary stipulated in monetary terms.

⁸ It should be borne in mind that the membership of the all-Canadian and the provincial unions were the total membership of those unions whereas the Canadian membership of international unions was only a fraction of the membership of those unions. Consequently, in the international unions where the provision is made for salaries of the president, secretary-treasurer or vice-president, these are met from revenue derived from a much larger number of people than are the salaries of the officers of all-Canadian and provincial unions.

General Expenses of Officers

The majority of constitutions, in unions whose membership represented 82.8 per cent of total membership, made some provision for the general expenses of officers. In some cases, the Executive Board was allowed to determine what expenses should be paid, in others such phrases as "reasonable expenses" or "expenses incurred in the performance of duty", were used. However, in a large number of constitutions, it was stipulated that the officers should receive transport expenses and a per diem that sometimes is added to, or sometimes replaces, a hotel or accommodation allowance. This per diem varied between \$15.00 and \$39.25 per day. In the Boilermakers' International, the per diem was \$30 per day when away from home and up to \$10 per day when at the home station. In the Bookbinders' International, the three main officers received \$15 per day and \$150 per month for expenses relating to their office.

A mileage amount was often stipulated, but in the case of the Elevator Constructors', automobiles were provided for the president, assistant president and secretary-treasurer for official duties, and in the Glass and Ceramic Workers, executive board members were allowed \$125 per month for car rental. In the Canadian Airline Employees' Association, officers were allowed entertainment expenses up to \$10 for each person entertained. The Musicians' Federation granted their president "a contingent expense account of \$5,000 per annum for the spending of which he shall not be required to make an accounting, and when the interests of the Federation or any of its locals demand his leaving the jurisdiction wherein he resides he shall receive all hotel and travelling expenses." In the case of the Teamsters' Union, all the expenses of the general president were met, including travel at home and aboard to make diplomatic contacts with other organizations and institutions and for periodic rests "for the purpose of conserving his health", such expenses and allowances to include "travel in this country and aboard, the full and complete maintenance of his wife so that she can accompany the general president, and all secretarial help and services which he deems necessary while so engaged". These expenses and allowances, which were also applicable to the secretary-treasurer, were in addition to all other compensation and allowances.

The international unions and AFL-CIO/CLC affiliates showed the highest percentage for the provisions for the expenses of their officers. In all industry groups there was a large percentage of members in unions which provided for the expenses of their officers, with the exception of unions in public administration where less than 50 per cent of total members were in such unions.

Expenses of Convention Delegates

Only 41 unions, representing 39.7 per cent of total membership, made provision whereby the expenses of convention delegates should be paid out of central funds. As in the case of officers' expenses, the provision was sometimes in broad terms, and sometimes it was stipulated that the delegates would receive transport expenses plus a per diem allowance. Often there was a stipulation that they would receive in addition to their transport expenses, payment for time lost while travelling to and from the convention. Some constitutions stipulated that headquarters pay for the expenses of one delegate per local, presumably allowing the local to send other delegates at their own expense. In the case of the International Operating Engineers, it was stipulated that delegates' expenses were normally paid by the local but would be paid by the International in cases of hardship.

The percentage of members in unions which provided for the expenses of the convention delegates out of central funds was highest among international unions, AFL-CIO/CLC affiliates and unions in Transport and Public Administration.

Welfare Funds

A minority of unions, representing a minority of total membership made provision for welfare funds for members and for officers. International unions, AFL-CIO/CLC affiliates and unions in construction showed the highest percentages of members in such unions.

Other Stipulations Re Union H.Q. Finances. Tables Omitted

The following tables have been omitted:

- (a) Table 7:10. Unions in Agriculture.
Table 7:12. Unions in Fishing and Trapping.
Table 7:18. Unions in Finance, Insurance and Real Estate.
- } There were no unions
in these categories.
- (b) Table 7:07. AFL-CIO-only Affiliates. In neither of the two unions was there stipulation re disposal of funds. In both unions, provision was made for the salaries of president, secretary-treasurer, vice-president and other officers (but not for other executive board members); in both cases no amounts were stipulated. No provision was made for general expenses of officers or convention delegates, or for welfare funds.
- (c) Table 7:11. Unions in Forestry. Of the two unions in this group, one of them, representing 81.3 per cent of the total of the group, made provision for the disposal of funds; the funds stipulated were benefits, union journal, general funds and other. The same union made provision for the salaries of all officers. The president's salary fell in the range \$15,000 to \$19,999; the secretary-treasurer's in the range \$10,000 to \$14,999; the vice-president's in the range \$10,000 to \$14,999; executive board members were paid for lost time only. The union also made provision for general expenses of officers and for welfare funds for members but had no provision for paying the expenses of convention delegates. The other union made no provisions.
- (d) Table 7:13. Unions in Mines, Quarries and Oil Wells. Of the two unions in this group, neither made stipulations re disposal of funds. Both of them provided for the salaries of all their officers. The salaries of the president, secretary-treasurer, vice-president and executive board members of the larger union representing 58.6 per cent of the group fell within the range \$5,000 to \$9,999; the salaries of the president, secretary-treasurer and vice-president of the smaller union were within the range of \$25,000 and over; the executive board members of the latter received salaries in the range \$10,000 to \$14,999. In both unions, provision was made for the general expense of officers but only in the smaller unions were the expenses of convention delegates paid out of central funds. Neither union made provision for welfare funds for either members or for officers.

For footnotes to tables, see pp. 182-4.

Table 7:01 - OTHER STIPULATIONS RE UNION H.Q. FINANCES - All Unions

		NO. OF UNIONS	NO. OF MEMBERS ¹	% OF TOTAL MEMBERS ¹
1	CONSTITUTION MAKES STIPULATION RE DISPOSAL OF FUNDS	89	1,117,505	60.5
2	CONSTITUTION PROVIDES FOR FOLLOWING FUNDS: ²⁹			
	A. DEFENCE	57	724,689	39.2
	B. CONVENTION	25	346,506	18.7
	C. BENEFITS	43	538,709	29.1
	D. UNION JOURNAL	26	442,974	24.0
	E. POLITICAL	4	139,388	7.5
	F. GENERAL FUND	52	654,959	35.4
	G. OTHERS ³⁰	28	404,900	21.9
3	CONSTITUTION MAKES PROVISION FOR OFFICERS' SALARIES			
	A. PRESIDENT	112	1,518,227	82.2
	B. SECRETARY-TREASURER	119	1,697,484	91.9
	C. VICE-PRESIDENTS	101	1,324,681	71.7
	D. OTHER EXECUTIVE BOARD MEMBERS	60	895,842	48.5
	E. OTHER OFFICERS ³¹	100	1,481,944	80.3
	RANGE OF SALARIES			
	PRESIDENT		440	
	UNDER \$5,000	1	17,330	.9
	\$5,000 TO \$9,999	3	39,591	2.1
	\$10,000 TO \$14,999	9	175,430	9.5
	\$15,000 TO \$19,999	15	115,437	6.2
	\$20,000 TO \$24,999	12	723,042	39.1
	\$25,000 AND OVER	28	24,441	1.3
	FOR LOST TIME ONLY	11	36,808	1.9
	ACCORDING TO WAGE OF CRAFT OR INDUSTRY	4	385,708	20.9
	AMOUNT NOT STIPULATED ³²	29	9,188	.4
	SECRETARY-TREASURER			
	UNDER \$5,000	3	35,772	1.9
	\$5,000 TO \$9,999	4	123,846	6.7
	\$10,000 TO \$14,999	14	178,366	9.6
	\$15,000 TO \$19,999	18	164,442	8.9
	\$20,000 TO \$24,999	8	558,726	30.2
	\$25,000 AND OVER	21	5,684	.3
	FOR LOST TIME ONLY	5	36,808	1.9
	ACCORDING TO WAGE OF CRAFT OR INDUSTRY	4	584,652	31.6
	AMOUNT NOT STIPULATED ³²	42		

VICE-PRESIDENTS

	UNDER	\$5,000	6	50,551	2.7
	\$5,000 TO \$9,999		4	43,740	2.3
	\$10,000 TO \$14,999		17	206,292	11.1
	\$15,000 TO \$19,999		14	191,504	10.3
	\$20,000 TO \$24,999		7	193,707	10.4
	\$25,000 AND OVER		5	229,981	12.4
FOR LOST TIME ONLY			18	91,780	4.9
ACCORDING TO WAGE OF CRAFT OR INDUSTRY			3	11,907	.6
AMOUNT NOT STIPULATED ³²			27	305,219	16.5
EXECUTIVE BOARD MEMBERS	UNDER	\$5,000	6	38,142	2.0
	\$5,000 TO \$9,999		4	91,830	4.9
	\$10,000 TO \$14,999		5	54,401	2.9
	\$15,000 TO \$19,999		6	179,207	9.7
	\$20,000 TO \$24,999		3	215,352	11.6
	\$25,000 AND OVER				
FOR LOST TIME ONLY			21	150,652	8.1
ACCORDING TO WAGE OF CRAFT OR INDUSTRY					
AMOUNT NOT STIPULATED ³²			15	166,258	9.0
PROVISION IS MADE FOR GENERAL EXPENSES OF OFFICERS			114	1,528,867	82.8
EXPENSES OF CONVENTION DELEGATES PAID OUT OF CENTRAL FUNDS			41	733,961	39.7
PROVISION IS MADE FOR WELFARE FUNDS					
A. FOR MEMBERS			52	611,433	33.1
B. FOR OFFICERS			36	520,367	28.1
TOTAL			139	1,845,334	

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Table 7:02 — OTHER STIPULATIONS RE UNION H.Q. FINANCES — International Unions

		NO. OF UNIONS		NO. OF MEMBERS ¹	% OF TOTAL MEMBERS ¹
1	CONSTITUTION MAKES STIPULATION RE DISPOSAL OF FUNDS	74		966,090	76.9
2	CONSTITUTION PROVIDES FOR FOLLOWING FUNDS: ²				
	A.DEFENCE			698,428	55.6
	B.CONVENTION	53		289,936	23.C
	C.BENEFITS	22		536,813	42.7
	D.UNION JOURNAL	41		394,706	31.4
	E.POLITICAL	23		139,388	11.1
	F.GENERAL FUND	4		597,949	47.6
	G.OTHERS ³⁰	48		293,234	23.3
3	CONSTITUTION MAKES PROVISION FOR OFFICERS' SALARIES	18			
	A.PRESIDENT	84		1,249,029	99.4
	B.SECRETARY-TREASURER	86		1,254,312	99.9
	C.VICE-PRESIDENTS	79		1,208,322	96.2
	D.OTHER EXECUTIVE BOARD MEMBERS	45		813,236	64.7
	E.OTHER OFFICERS ³¹	77		1,159,425	92.3
	RANGE OF SALARIES				
	PRESIDENT				
	UNDER		\$5,000		
	\$5,000 TO \$9,999	2		14,117	1.1
	\$10,000 TO \$14,999	7		17,936	1.4
	\$15,000 TO \$19,999	15		175,430	13.9
	\$20,000 TO \$24,999	12		115,437	9.1
	\$25,000 AND OVER	28		723,042	57.5
	FOR LOST TIME ONLY	1		270	
	ACCORDING TO WAGE OF CRAFT OR INDUSTRY	2		32,408	2.5
	AMOUNT NOT STIPULATED ³²	17		170,389	13.5
	SECRETARY-TREASURER				
	UNDER		\$5,000		
	\$5,000 TO \$9,999	1		5,535	.4
	\$10,000 TO \$14,999	2		14,117	1.1
	\$15,000 TO \$19,999	14		123,846	9.8
	\$20,000 TO \$24,999	18		178,366	14.2
	\$25,000 AND OVER	8		164,442	13.C
	FOR LOST TIME ONLY	21		558,726	44.5
	ACCORDING TO WAGE OF CRAFT OR INDUSTRY	2		32,408	2.5
	AMOUNT NOT STIPULATED ³²	20		176,872	14.C

VICE-PRESIDENTS

	UNDER	\$5,000	3	37,140	2.9
	\$5,000 TO \$9,999		3	31,843	2.5
	\$10,000 TO \$14,999		17	206,292	16.4
	\$15,000 TO \$19,999		14	191,504	15.2
	\$20,000 TO \$24,999		7	193,707	15.4
	\$25,000 AND OVER		5	229,981	18.3
FOR LOST TIME ONLY			8	60,252	4.7
ACCORDING TO WAGE OF CRAFT OR INDUSTRY			1	7,507	.5
AMOUNT NOT STIPULATED ³²			21	250,096	19.9
EXECUTIVE BOARD MEMBERS	UNDER	\$5,000	5	37,702	3.0
	\$5,000 TO \$9,999		3	79,933	6.3
	\$10,000 TO \$14,999		5	54,401	4.3
	\$15,000 TO \$19,999		6	179,207	14.2
	\$20,000 TO \$24,999		3	215,352	17.1
	\$25,000 AND OVER				
FOR LOST TIME ONLY			11	125,368	9.9
ACCORDING TO WAGE OF CRAFT OR INDUSTRY					
AMOUNT NOT STIPULATED ³²			12	121,273	9.6
PROVISION IS MADE FOR GENERAL EXPENSES OF OFFICERS			81	1,192,124	94.9
EXPENSES OF CONVENTION DELEGATES PAID OUT OF CENTRAL FUNDS			30	539,353	42.9
PROVISION IS MADE FOR WELFARE FUNDS					
A. FOR MEMBERS			40	528,727	42.1
B. FOR OFFICERS			34	473,555	37.7
TOTAL			87	1,255,512	

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Table 7-03 — OTHER STIPULATIONS RE UNION H.Q. FINANCES — All-Canadian Unions

		NO. OF UNIONS	NO. OF MEMBERS ¹	% OF TOTAL MEMBERS ¹
1	CONSTITUTION MAKES STIPULATION RE DISPOSAL OF FUNDS	10	118,907	29.1
2	CONSTITUTION PROVIDES FOR FOLLOWING FUNDS: ²⁹			
	A. DEFENCE	2	21,655	5.3
	B. CONVENTION	3	56,570	13.8
	C. BENEFITS	1	440	.1
	D. UNION JOURNAL	2	46,812	11.4
	E. POLITICAL			
	F. GENERAL FUND	4	57,010	13.9
	G. OTHERS ³⁰	8	84,726	20.7
3	CONSTITUTION MAKES PROVISION FOR OFFICERS' SALARIES			
	A. PRESIDENT	17	213,597	52.4
	B. SECRETARY-TREASURER	20	375,352	92.1
	C. VICE-PRESIDENTS	15	99,037	24.3
	D. OTHER EXECUTIVE BOARD MEMBERS	9	67,748	16.6
	E. OTHER OFFICERS ³¹	14	282,111	69.2
	RANGE OF SALARIES			
	PRESIDENT	1	440	.1
	UNDER \$5,000	1	3,213	.7
	\$5,000 TO \$9,999	2	21,655	5.3
	\$10,000 TO \$14,999			
	\$15,000 TO \$19,999			
	\$20,000 TO \$24,999			
	\$25,000 AND OVER			
	FOR LOST TIME ONLY	6	19,383	4.7
	ACCORDING TO WAGE OF CRAFT OR INDUSTRY	1	1,250	.3
	AMOUNT NOT STIPULATED ³²	6	167,656	41.1
	SECRETARY-TREASURER	2	3,653	.8
	UNDER \$5,000	2	21,655	5.3
	\$5,000 TO \$9,999			
	\$10,000 TO \$14,999			
	\$15,000 TO \$19,999			
	\$20,000 TO \$24,999			
	\$25,000 AND OVER			
	FOR LOST TIME ONLY	2	3,996	.9
	ACCORDING TO WAGE OF CRAFT OR INDUSTRY	1	1,250	.3
	AMOUNT NOT STIPULATED ³²	13	344,798	84.6

VICE-PRESIDENTS

3	13,411	3.2
1	11,897	2.9

UNDER \$5,000
\$5,000 TO \$9,999
\$10,000 TO \$14,999
\$15,000 TO \$19,999
\$20,000 TO \$24,999
\$25,000 AND OVER

FOR LOST TIME ONLY

5	18,296	4.4
1	1,250	.3
5	54,183	13.3
1	440	.1
1	11,897	2.9

ACCORDING TO WAGE OF CRAFT OR INDUSTRY
AMOUNT NOT STIPULATED³²-----
EXECUTIVE BOARD MEMBERS

UNDER \$5,000
\$5,000 TO \$9,999
\$10,000 TO \$14,999
\$15,000 TO \$19,999
\$20,000 TO \$24,999
\$25,000 AND OVER

FOR LOST TIME ONLY

6	20,496	5.0
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ACCORDING TO WAGE OF CRAFT OR INDUSTRY
AMOUNT NOT STIPULATED³²-----

PROVISION IS MADE FOR GENERAL EXPENSES OF OFFICERS

1	34,915	8.5
18	225,886	55.4
8	154,971	38.0

PROVISION IS MADE FOR WELFARE FUNDS

A. FOR MEMBERS

6	21,979	5.3
2	46,812	11.4

B. FOR OFFICERS -----

TOTAL

27	407,356	
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Table 7:04 -- OTHER STIPULATIONS RE UNION H.Q. FINANCES -- Provincial Unions

		NO. OF UNIONS	NO. OF MEMBERS ¹	% OF TOTAL MEMBERS ¹
1	CONSTITUTION MAKES STIPULATION RE DISPOSAL OF FUNDS	5	32,508	17.8
2	CONSTITUTION PROVIDES FOR FOLLOWING FUNDS: ²⁹			
	A. DEFENCE	2	4,606	2.5
	B. CONVENTION			
	C. BENEFITS	1	1,456	.7
	D. UNION JOURNAL	1	1,456	.7
	E. POLITICAL			
	F. GENERAL FUND			
	G. OTHERS ³⁰	2	26,940	14.7
3	CONSTITUTION MAKES PROVISION FOR OFFICERS' SALARIES			
	A. PRESIDENT	11	55,601	30.4
	B. SECRETARY-TREASURER	13	67,820	37.1
	C. VICE-PRESIDENTS	7	17,322	9.4
	D. OTHER EXECUTIVE BOARD MEMBERS	6	14,858	8.1
	E. OTHER OFFICERS ³¹	9	40,408	22.1
	RANGE OF SALARIES			
	PRESIDENT			
	UNDER \$5,000			
	\$5,000 TO \$9,999			
	\$10,000 TO \$14,999			
	\$15,000 TO \$19,999			
	\$20,000 TO \$24,999			
	\$25,000 AND OVER			
	FOR LOST TIME ONLY	4	4,788	2.6
	ACCORDING TO WAGE OF CRAFT OR INDUSTRY	1	3,150	1.7
	AMOUNT NOT STIPULATED ³²	6	47,663	26.1
	SECRETARY-TREASURER			
	UNDER \$5,000			
	\$5,000 TO \$9,999			
	\$10,000 TO \$14,999			
	\$15,000 TO \$19,999			
	\$20,000 TO \$24,999			
	\$25,000 AND OVER			
	FOR LOST TIME ONLY	3	1,688	.9
	ACCORDING TO WAGE OF CRAFT OR INDUSTRY	1	3,150	1.7
	AMOUNT NOT STIPULATED ³²	9	62,982	34.5

VICE-PRESIDENTS

	UNDER	\$5,000			
	\$5,000 TO \$9,999				
	\$10,000 TO \$14,999				
	\$15,000 TO \$19,999				
	\$20,000 TO \$24,999				
	\$25,000 AND OVER				
	FOR LOST TIME ONLY				
	ACCORDING TO WAGE OF CRAFT OR INDUSTRY				
	AMOUNT NOT STIPULATED ³² -----				
5	EXECUTIVE BOARD MEMBERS			13,232	7.2
1				3,150	1.7
1				940	.5
	UNDER	\$5,000			
	\$5,000 TO \$9,999				
	\$10,000 TO \$14,999				
	\$15,000 TO \$19,999				
	\$20,000 TO \$24,999				
	\$25,000 AND OVER				
	FOR LOST TIME ONLY				
	ACCORDING TO WAGE OF CRAFT OR INDUSTRY				
	AMOUNT NOT STIPULATED ³² -----				
4				4,788	2.6
2				10,070	5.5
15				110,857	60.7
3				39,637	21.7
6				60,727	33.2
	PROVISION IS MADE FOR GENERAL EXPENSES OF OFFICERS				
	EXPENSES OF CONVENTION DELEGATES PAID OUT OF CENTRAL FUNDS				
	PROVISION IS MADE FOR WELFARE FUNDS				
	A. FOR MEMBERS				
	B. FOR OFFICERS				

25	TOTAL			182,466	

Table 7:05 -- OTHER STIPULATIONS RE UNION H.Q. FINANCES -- AFL-CIO/CLC Affiliates

		NO. OF UNIONS	NO. OF MEMBERS ¹	% OF TOTAL MEMBERS ¹
1	CONSTITUTION MAKES STIPULATION RE DISPOSAL OF FUNDS -----	69	921,103	82.3
2	CONSTITUTION PROVIDES FOR FOLLOWING FUNDS: ²⁹			
	A.DEFENCE	50	664,729	59.4
	B.CONVENTION	21	281,311	25.1
	C.BENEFITS	41	536,813	47.9
	D.UNION JOURNAL	22	391,509	35.0
	E.POLITICAL	4	139,388	12.4
	F.GENERAL FUND	44	556,159	49.7
	G.OTHERS ³⁰ -----	16	289,864	25.9
3	CONSTITUTION MAKES PROVISION FOR OFFICERS' SALARIES			
	A.PRESIDENT	74	1,111,946	99.4
	B.SECRETARY-TREASURER	76	1,117,229	99.8
	C.VICE-PRESIDENTS	69	1,071,239	95.7
	D.OTHER EXECUTIVE BOARD MEMBERS	36	678,910	60.7
	E.OTHER OFFICERS ³¹ -----	67	1,022,342	91.4
	RANGE OF SALARIES			
	PRESIDENT			
	UNDER \$5,000	1	1,117	1.6
	\$5,000 TO \$9,999	7	17,936	1.6
	\$10,000 TO \$14,999	13	172,060	15.3
	\$15,000 TO \$19,999	11	106,812	9.5
	\$20,000 TO \$24,999	24	638,612	57.0
	\$25,000 AND OVER	1	270	.6
	FOR LOST TIME ONLY	1	7,507	.6
	ACCORDING TO WAGE OF CRAFT OR INDUSTRY	1	167,632	14.9
	AMOUNT NOT STIPULATED ³² -----	16	5,535	.4
	SECRETARY-TREASURER			
	UNDER \$5,000	1	1,117	1.6
	\$5,000 TO \$9,999	13	123,673	11.0
	\$10,000 TO \$14,999	16	166,544	14.8
	\$15,000 TO \$19,999	7	151,908	13.5
	\$20,000 TO \$24,999	18	486,830	43.5
	\$25,000 AND OVER			
	FOR LOST TIME ONLY	1	7,507	.6
	ACCORDING TO WAGE OF CRAFT OR INDUSTRY	19	174,115	15.5
	AMOUNT NOT STIPULATED ³² -----			

VICE-PRESIDENTS

	UNDER	\$5,000	3	37,140	3.3
	\$5,000 TO \$9,999		2	18,843	1.6
	\$10,000 TO \$14,999		15	197,494	17.6
	\$15,000 TO \$19,999		13	188,307	16.8
	\$20,000 TO \$24,999		6	181,173	16.1
	\$25,000 AND OVER		3	212,740	19.0
FOR LOST TIME ONLY			7	35,351	3.1
ACCORDING TO WAGE OF CRAFT OR INDUSTRY			1	7,507	.6
AMOUNT NOT STIPULATED ³²			19	192,684	17.2
EXECUTIVE BOARD MEMBERS	UNDER	\$5,000	4	29,077	2.5
	\$5,000 TO \$9,999		2	66,933	5.9
	\$10,000 TO \$14,999		3	32,717	2.9
	\$15,000 TO \$19,999		5	124,552	11.1
	\$20,000 TO \$24,999		2	207,261	18.5
	\$25,000 AND OVER				
FOR LOST TIME ONLY			9	100,294	8.9
ACCORDING TO WAGE OF CRAFT OR INDUSTRY					
AMOUNT NOT STIPULATED ³²			11	118,076	10.5
PROVISION IS MADE FOR GENERAL EXPENSES OF OFFICERS			71	1,055,041	94.3
PROVISION IS MADE FOR WELFARE FUNDS			26	513,314	45.8
A.FOR MEMBERS			39	474,072	42.3
B.FOR OFFICERS			31	398,275	35.6
TOTAL			77	1,118,429	

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Table 7:06 -- OTHER STIPULATIONS RE UNION H.Q. FINANCES -- CLC-only Affiliates

		NO. OF UNIONS	NO. OF MEMBERS ¹	% OF TOTAL MEMBERS ¹
1	CONSTITUTION MAKES STIPULATION RE DISPOSAL OF FUNDS -----	7	72,892	23.3
2	CONSTITUTION PROVIDES FOR FOLLOWING FUNDS: ²⁹			
	A. DEFENCE	3	30,280	9.6
	B. CONVENTION	4	65,195	20.8
	C. BENEFITS			
	D. UNION JOURNAL	3	50,009	16.0
	E. POLITICAL			
	F. GENERAL FUND	4	65,195	20.8
	G. OTHERS ³⁰ -----	6	64,267	20.5
3	CONSTITUTION MAKES PROVISION FOR OFFICERS' SALARIES			
	A. PRESIDENT	14	199,203	63.7
	B. SECRETARY-TREASURER	16	299,657	95.8
	C. VICE-PRESIDENTS	12	88,243	28.2
	D. OTHER EXECUTIVE BOARD MEMBERS	8	69,847	22.3
	E. OTHER OFFICERS ³¹ -----	13	285,976	91.5
	RANGE OF SALARIES			
	PRESIDENT			
	UNDER \$5,000	1	3,213	1.0
	\$5,000 TO \$9,999	2	21,655	6.9
	\$10,000 TO \$14,999	1	3,197	1.0
	\$15,000 TO \$19,999	1	8,625	2.7
	\$20,000 TO \$24,999			
	\$25,000 AND OVER	4	10,100	3.2
	FOR LOST TIME ONLY			
	ACCORDING TO WAGE OF CRAFT OR INDUSTRY	5	152,413	48.7
	AMOUNT NOT STIPULATED ³² -----	1	3,213	1.0
	SECRETARY-TREASURER	2	21,655	6.9
	UNDER \$5,000			
	\$5,000 TO \$9,999	2	11,822	3.7
	\$10,000 TO \$14,999			
	\$15,000 TO \$19,999			
	\$20,000 TO \$24,999			
	\$25,000 AND OVER			
	FOR LOST TIME ONLY			
	ACCORDING TO WAGE OF CRAFT OR INDUSTRY	1	2,400	.7
	AMOUNT NOT STIPULATED ³² -----	10	260,567	83.3

VICE-PRESIDENTS

2	12,971	4.1
1	11,897	3.8
1	8,625	2.7
1	3,197	1.0

FOR LOST TIME ONLY
 ACCORDING TO WAGE OF CRAFT OR INDUSTRY
 AMOUNT NOT STIPULATED³²-----
 EXECUTIVE BOARD MEMBERS

4	10,100	3.2
3	41,453	13.2
1	8,625	2.7
1	11,897	3.8

FOR LOST TIME ONLY
 ACCORDING TO WAGE OF CRAFT OR INDUSTRY
 AMOUNT NOT STIPULATED³²-----

4	11,213	3.5
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PROVISION IS MADE FOR
 EXPENSES OF CONVENTION DELEGATES PAID OUT OF CENTRAL FUNDS
 PROVISION IS MADE FOR WELFARE FUNDS

2	38,112	12.1
17	199,407	63.8
10	175,028	56.0

A. FOR MEMBERS
 B. FOR OFFICERS

5	30,302	9.6
2	46,812	14.9

TOTAL

22	312,526
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Table 7:08 — OTHER STIPULATIONS RE UNION H.Q. FINANCES — CNTU Affiliates

		NO. OF UNIONS	NO. OF MEMBERS ¹	% OF TOTAL MEMBERS ¹
1	CONSTITUTION MAKES STIPULATION RE DISPOSAL OF FUNDS	2	54,720	28.7
2	CONSTITUTION PROVIDES FOR FOLLOWING FUNDS: ²⁰			
	A. DEFENCE			
	B. CONVENTION			
	C. BENEFITS			
	D. UNION JOURNAL			
	E. POLITICAL			
	F. GENERAL FUND			
	G. OTHERS ³⁰			
3	CONSTITUTION MAKES PROVISION FOR OFFICERS' SALARIES	1	22,135	11.6
	A. PRESIDENT	2	35,562	18.6
	B. SECRETARY-TREASURER	5	113,612	59.6
	C. VICE-PRESIDENTS	1	8,444	4.4
	D. OTHER EXECUTIVE BOARD MEMBERS	1	9,130	4.7
	E. OTHER OFFICERS ³¹	2	17,044	8.9
	RANGE OF SALARIES			
	PRESIDENT			
	UNDER \$5,000			
	\$5,000 TO \$9,999			
	\$10,000 TO \$14,999			
	\$15,000 TO \$19,999			
	\$20,000 TO \$24,999			
	\$25,000 AND OVER			
	FOR LOST TIME ONLY			
	ACCORDING TO WAGE OF CRAFT OR INDUSTRY	2	35,562	18.6
	AMOUNT NOT STIPULATED ³²			
	SECRETARY-TREASURER			
	UNDER \$5,000			
	\$5,000 TO \$9,999			
	\$10,000 TO \$14,999			
	\$15,000 TO \$19,999			
	\$20,000 TO \$24,999			
	\$25,000 AND OVER			
	FOR LOST TIME ONLY			
	ACCORDING TO WAGE OF CRAFT OR INDUSTRY	5	113,612	59.6
	AMOUNT NOT STIPULATED ³²			

VICE-PRESIDENTS

		UNDER \$5,000			
		\$5,000 TO \$9,999			
		\$10,000 TO \$14,999			
		\$15,000 TO \$19,999			
		\$20,000 TO \$24,999			
		\$25,000 AND OVER			
	FOR LOST TIME ONLY				
	ACCORDING TO WAGE OF CRAFT OR INDUSTRY				
	AMOUNT NOT STIPULATED ³²	-----			
	EXECUTIVE BOARD MEMBERS				
		UNDER \$5,000			
		\$5,000 TO \$9,999			
		\$10,000 TO \$14,999			
		\$15,000 TO \$19,999			
		\$20,000 TO \$24,999			
		\$25,000 AND OVER			
	FOR LOST TIME ONLY				
	ACCORDING TO WAGE OF CRAFT OR INDUSTRY				
	AMOUNT NOT STIPULATED ³²	-----			
4	PROVISION IS MADE FOR GENERAL EXPENSES OF OFFICERS		1	9,130	4.7
5	EXPENSES OF CONVENTION DELEGATES PAID OUT OF CENTRAL FUNDS		6	109,286	57.3
6	PROVISION IS MADE FOR WELFARE FUNDS		1	27,118	14.2
	A. FOR MEMBERS				
	B. FOR OFFICERS		3	39,948	20.9

	TOTAL		11	190,539	

Table 7:09 -- OTHER STIPULATIONS RE UNION H.Q. FINANCES -- Independent Unions

		NO. OF UNIONS	NO. OF MEMBERS ¹	% OF TOTAL MEMBERS ¹
1	CONSTITUTION MAKES STIPULATION RE DISPOSAL OF FUNDS	11	68,790	32.8
2	CONSTITUTION PROVIDES FOR FOLLOWING FUNDS: ²⁹			
	A. DEFENCE	4	29,680	14.1
	B. CONVENTION			
	C. BENEFITS	2	1,896	.9
	D. UNION JOURNAL	1	1,456	.6
	E. POLITICAL			
	F. GENERAL FUND	4	33,605	16.0
	G. OTHERS ³⁰	5	28,634	13.6
3	CONSTITUTION MAKES PROVISION FOR OFFICERS' SALARIES			
	A. PRESIDENT	20	157,116	75.0
	B. SECRETARY-TREASURER	20	152,586	72.8
	C. VICE-PRESIDENTS	17	142,355	67.9
	D. OTHER EXECUTIVE BOARD MEMBERS	15	137,955	65.8
	E. OTHER OFFICERS ³¹	16	142,182	67.8
	RANGE OF SALARIES			
	PRESIDENT	1	440	.2
	UNDER \$5,000	1	13,000	6.2
	\$5,000 TO \$9,999			
	\$10,000 TO \$14,999			
	\$15,000 TO \$19,999	1	173	
	\$20,000 TO \$24,999			
	\$25,000 AND OVER			
	FOR LOST TIME ONLY	4	84,430	40.3
	ACCORDING TO WAGE OF CRAFT OR INDUSTRY	6	14,071	6.7
	AMOUNT NOT STIPULATED ³²	3	29,301	13.9
	SECRETARY-TREASURER	4	15,701	7.4
	UNDER \$5,000	1	440	.2
	\$5,000 TO \$9,999	1	13,000	6.2
	\$10,000 TO \$14,999	1	173	
	\$15,000 TO \$19,999			
	\$20,000 TO \$24,999			
	\$25,000 AND OVER			
	FOR LOST TIME ONLY	1	12,534	5.9
	ACCORDING TO WAGE OF CRAFT OR INDUSTRY	3	71,896	34.3
	AMOUNT NOT STIPULATED ³²	4	3,284	1.5
		3	29,301	13.9
		6	21,958	10.4

VICE-PRESIDENTS

	UNDER	\$5,000	1	440	.2
	\$5,000 TO \$9,999		1	13,000	6.2
	\$10,000 TO \$14,999		1	173	
	\$15,000 TO \$19,999				
	\$20,000 TO \$24,999		1	12,534	5.9
	\$25,000 AND OVER		2	17,241	8.2
FOR LOST TIME ONLY			6	37,885	18.0
ACCORDING TO WAGE OF CRAFT OR INDUSTRY			2	4,400	2.1
AMOUNT NOT STIPULATED ³²	-----		3	56,682	27.0
EXECUTIVE BOARD MEMBERS			1	440	.2
	UNDER	\$5,000	1	13,000	6.2
	\$5,000 TO \$9,999		1	21,684	10.3
	\$10,000 TO \$14,999		2	54,655	26.0
	\$15,000 TO \$19,999		1	8,091	3.8
	\$20,000 TO \$24,999		1		
	\$25,000 AND OVER				
FOR LOST TIME ONLY			8	39,145	18.6
ACCORDING TO WAGE OF CRAFT OR INDUSTRY					
AMOUNT NOT STIPULATED ³²	-----		1	940	.4
PROVISION IS MADE FOR GENERAL EXPENSES OF OFFICERS			20	165,133	78.8
EXPENSES OF CONVENTION DELEGATES PAID OUT OF CENTRAL FUNDS			4	18,501	8.8
PROVISION IS MADE FOR WELFARE FUNDS					
A. FOR MEMBERS			5	67,111	32.0
B. FOR OFFICERS			3	75,280	35.9

TOTAL			27	209,440	

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Table 7:14 - OTHER STIPULATIONS RE UNION H.Q. FINANCES - Unions in Manufacturing

		NO. OF UNIONS	NO. OF MEMBERS ¹	% OF TOTAL MEMBERS ¹
1	CONSTITUTION MAKES STIPULATION RE DISPOSAL OF FUNDS ²⁹	43	503,318	69.0
2	CONSTITUTION PROVIDES FOR FOLLOWING FUNDS:			
	A. DEFENCE	35	448,757	61.5
	B. CONVENTION	11	119,405	16.3
	C. BENEFITS	17	102,232	14.0
	D. UNION JOURNAL	8	155,511	21.3
	E. POLITICAL	1	90,785	12.4
	F. GENERAL FUND	22	192,459	26.4
	G. OTHERS ³⁰	7	128,918	17.6
3	CONSTITUTION MAKES PROVISION FOR OFFICERS' SALARIES			
	A. PRESIDENT	52	659,179	90.4
	B. SECRETARY-TREASURER	54	702,942	96.4
	C. VICE-PRESIDENTS	47	611,664	83.9
	D. OTHER EXECUTIVE BOARD MEMBERS	27	407,921	55.9
	E. OTHER OFFICERS ³¹	46	625,794	85.8
	RANGE OF SALARIES			
	PRESIDENT			
	UNDER \$5,000	1	1,117	.1
	\$5,000 TO \$9,999	6	16,786	2.3
	\$10,000 TO \$14,999	10	118,809	16.3
	\$15,000 TO \$19,999	7	80,792	11.0
	\$20,000 TO \$24,999	8	322,678	44.2
	\$25,000 AND OVER	6	16,196	2.2
	FOR LOST TIME ONLY			
	ACCORDING TO WAGE OF CRAFT OR INDUSTRY	4	36,808	5.0
	AMOUNT NOT STIPULATED ³²	10	65,993	9.0
	SECRETARY-TREASURER			
	UNDER \$5,000	1	5,535	.7
	\$5,000 TO \$9,999	1	1,117	.1
	\$10,000 TO \$14,999	11	73,947	10.1
	\$15,000 TO \$19,999	10	134,493	18.4
	\$20,000 TO \$24,999	5	124,012	17.0
	\$25,000 AND OVER	4	200,148	27.4
	FOR LOST TIME ONLY			
	ACCORDING TO WAGE OF CRAFT OR INDUSTRY	3	3,126	.4
	AMOUNT NOT STIPULATED ³²	4	36,808	5.0
		15	123,756	16.9

VICE-PRESIDENTS

	UNDER \$5,000	1	5,535	.7
	\$5,000 TO \$9,999	1	360	
	\$10,000 TO \$14,999	10	90,634	12.4
	\$15,000 TO \$19,999	7	90,825	12.4
	\$20,000 TO \$24,999	4	156,967	21.5
	\$25,000 AND OVER	1	130,000	17.8
FOR LOST TIME ONLY		11	75,369	10.3
ACCORDING TO WAGE OF CRAFT OR INDUSTRY		3	11,907	1.6
AMOUNT NOT STIPULATED ³² -----		9	50,067	6.8
EXECUTIVE BOARD MEMBERS	UNDER \$5,000	5	37,702	5.1
	\$5,000 TO \$9,999			
	\$10,000 TO \$14,999	4	45,251	6.2
	\$15,000 TO \$19,999	2	96,248	13.2
	\$20,000 TO \$24,999	1	130,000	17.8
	\$25,000 AND OVER			
FOR LOST TIME ONLY		10	56,652	7.7
ACCORDING TO WAGE OF CRAFT OR INDUSTRY				
AMOUNT NOT STIPULATED ³² -----		5	42,068	5.7
PROVISION IS MADE FOR GENERAL EXPENSES OF OFFICERS		54	648,230	88.9
EXPENSES OF CONVENTION DELEGATES PAID OUT OF CENTRAL FUNDS		14	305,673	41.9
PROVISION IS MADE FOR WELFARE FUNDS				
A. FOR MEMBERS		19	121,525	16.6
B. FOR OFFICERS -----		16	176,533	24.2
TOTAL		59	728,535	

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Table 7:15 — OTHER STIPULATIONS RE UNION H.Q. FINANCES — Unions in Construction

		NO. OF UNIONS	NO. OF MEMBERS ¹	% OF TOTAL MEMBERS ¹
1	CONSTITUTION MAKES STIPULATION RE DISPOSAL OF FUNDS: ²⁹	12	204,764	87.2
2	CONSTITUTION PROVIDES FOR FOLLOWING FUNDS:			
	A. DEFENCE	7	80,782	34.4
	B. CONVENTION	5	70,997	30.2
	C. BENEFITS	11	202,816	86.4
	D. UNION JOURNAL	1	10,454	4.4
	E. POLITICAL	1	10,454	4.4
	F. GENERAL FUND	10	190,405	81.1
	G. OTHERS ³⁰	3	32,003	13.6
3	CONSTITUTION MAKES PROVISION FOR OFFICERS' SALARIES			
	A. PRESIDENT	12	204,764	87.2
	B. SECRETARY-TREASURER	13	205,039	87.4
	C. VICE-PRESIDENTS	12	204,764	87.2
	D. OTHER EXECUTIVE BOARD MEMBERS	6	110,555	47.1
	E. OTHER OFFICERS ³¹	10	172,136	73.3
	RANGE OF SALARIES			
	PRESIDENT			
	UNDER \$5,000			
	\$5,000 TO \$9,999			
	\$10,000 TO \$14,999			
	\$15,000 TO \$19,999			
	\$20,000 TO \$24,999	3	13,772	5.8
	\$25,000 AND OVER	8	178,543	76.1
	FOR LOST TIME ONLY			
	ACCORDING TO WAGE OF CRAFT OR INDUSTRY	1	12,449	5.3
	AMOUNT NOT STIPULATED ³²			
	SECRETARY-TREASURER			
	UNDER \$5,000			
	\$5,000 TO \$9,999			
	\$10,000 TO \$14,999	2	3,318	1.4
	\$15,000 TO \$19,999	1	10,454	4.4
	\$20,000 TO \$24,999	8	178,543	76.1
	\$25,000 AND OVER			
	FOR LOST TIME ONLY			
	ACCORDING TO WAGE OF CRAFT OR INDUSTRY	2	12,724	5.4
	AMOUNT NOT STIPULATED ³²			

VICE-PRESIDENTS

1	UNDER \$5,000	28,622	12.2
2	\$5,000 TO \$9,999		
5	\$10,000 TO \$14,999	30,273	12.9
2	\$15,000 TO \$19,999	49,032	20.9
1	\$20,000 TO \$24,999		
2	\$25,000 AND OVER	82,740	35.2
1		1,648	.7
1		12,449	5.3

FOR LOST TIME ONLY
 ACCORDING TO WAGE OF CRAFT OR INDUSTRY
 AMOUNT NOT STIPULATED³²-----

EXECUTIVE BOARD MEMBERS

1	UNDER \$5,000		
	\$5,000 TO \$9,999		
1	\$10,000 TO \$14,999	4,040	1.7
1	\$15,000 TO \$19,999	77,261	32.9
	\$20,000 TO \$24,999		
	\$25,000 AND OVER		

FOR LOST TIME ONLY
 ACCORDING TO WAGE OF CRAFT OR INDUSTRY
 AMOUNT NOT STIPULATED³²-----

PROVISION IS MADE FOR GENERAL EXPENSES OF OFFICERS
 EXPENSES OF CONVENTION DELEGATES PAID OUT OF CENTRAL FUNDS
 PROVISION IS MADE FOR WELFARE FUNDS

A. FOR MEMBERS

B. FOR OFFICERS

4	29,254	12.4
12	214,127	91.2
5	91,485	38.9
11	202,816	86.4
9	96,870	41.2

TOTAL

234,581

Table 7:16 — OTHER STIPULATIONS RE UNION H.Q. FINANCES — Unions in Transport, Communications,
and other Utilities

		NO. OF UNIONS	NO. OF MEMBERS ¹	% OF TOTAL MEMBERS ¹
1	CONSTITUTION MAKES STIPULATION RE DISPOSAL OF FUNDS -----	24	259,691	71.7
2	CONSTITUTION PROVIDES FOR FOLLOWING FUNDS: ²⁹			
	A. DEFENCE	14	177,164	48.9
	B. CONVENTION	7	151,574	41.8
	C. BENEFITS	10	133,152	36.7
	D. UNION JOURNAL	13	189,126	52.2
	E. POLITICAL	2	38,149	10.5
	F. GENERAL FUND	15	186,922	51.6
	G. OTHERS ³⁰ -----	14	149,980	41.4
3	CONSTITUTION MAKES PROVISION FOR OFFICERS' SALARIES			
	A. PRESIDENT	31	328,004	90.5
	B. SECRETARY-TREASURER	31	328,004	90.5
	C. VICE-PRESIDENTS	30	326,548	90.1
	D. OTHER EXECUTIVE BOARD MEMBERS	21	269,695	74.4
	E. OTHER OFFICERS ³¹ -----	28	303,734	83.8
	RANGE OF SALARIES			
	PRESIDENT		440	.1
	UNDER \$5,000	1	3,213	.8
	\$5,000 TO \$9,999	1	22,805	6.2
	\$10,000 TO \$14,999	3	6,353	1.7
	\$15,000 TO \$19,999	3	20,873	5.7
	\$20,000 TO \$24,999	2	137,690	38.0
	\$25,000 AND OVER	6	7,283	2.0
	FOR LOST TIME ONLY	4		
	ACCORDING TO WAGE OF CRAFT OR INDUSTRY			
	AMOUNT NOT STIPULATED ³² -----	11	129,347	35.7
	SECRETARY-TREASURER			
	UNDER \$5,000	2	3,653	1.0
	\$5,000 TO \$9,999	2	21,655	5.9
	\$10,000 TO \$14,999	2	1,323	.3
	\$15,000 TO \$19,999	4	21,363	5.8
	\$20,000 TO \$24,999	2	29,976	8.2
	\$25,000 AND OVER	4	113,404	31.3
	FOR LOST TIME ONLY	1	1,596	.4
	ACCORDING TO WAGE OF CRAFT OR INDUSTRY			
	AMOUNT NOT STIPULATED ³² -----	14	135,034	37.2

VICE-PRESIDENTS

	UNDER \$5,000	4	16,394	4.5
	\$5,000 TO \$9,999	1	11,897	3.2
	\$10,000 TO \$14,999	2	1,323	.3
	\$15,000 TO \$19,999	2	51,647	14.2
	\$20,000 TO \$24,999	3	36,740	10.1
	\$25,000 AND OVER	1	8,091	2.2
		4	10,963	3.0
FOR LOST TIME ONLY				
ACCORDING TO WAGE OF CRAFT OR INDUSTRY				
AMOUNT NOT STIPULATED ³²		13	189,493	52.3
EXECUTIVE BOARD MEMBERS				
	UNDER \$5,000	1	440	.1
	\$5,000 TO \$9,999	2	60,347	16.6
	\$10,000 TO \$14,999			
	\$15,000 TO \$19,999	2	61,419	16.9
	\$20,000 TO \$24,999	1	8,091	2.2
	\$25,000 AND OVER			
FOR LOST TIME ONLY		9	44,462	12.2
ACCORDING TO WAGE OF CRAFT OR INDUSTRY				
AMOUNT NOT STIPULATED ³²		6	94,936	26.2
PROVISION IS MADE FOR GENERAL EXPENSES OF OFFICERS		29	314,484	86.8
EXPENSES OF CONVENTION DELEGATES PAID OUT OF CENTRAL FUNDS		14	172,168	47.5
PROVISION IS MADE FOR WELFARE FUNDS				
A. FOR MEMBERS		16	213,574	58.9
B. FOR OFFICERS		8	166,133	45.8
TOTAL		38	362,089	

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Table 7:17 -- OTHER STIPULATIONS RE UNION H.Q. FINANCES -- Unions in Trade

		NO. OF UNIONS	NO. OF MEMBERS ¹	% OF TOTAL MEMBERS ¹
1	CONSTITUTION MAKES STIPULATION RE DISPOSAL OF FUNDS: ²⁹	1	18,174	36.9
2	CONSTITUTION PROVIDES FOR FOLLOWING FUNDS: ²⁹			
	A. DEFENCE			
	B. CONVENTION			
	C. BENEFITS	1	18,174	36.9
	D. UNION JOURNAL			
	E. POLITICAL			
	F. GENERAL FUND			
	G. OTHERS ³⁰			
3	CONSTITUTION MAKES PROVISION FOR OFFICERS' SALARIES			
	A. PRESIDENT	3	40,574	82.5
	B. SECRETARY-TREASURER	3	40,574	82.5
	C. VICE-PRESIDENTS	2	35,674	72.5
	D. OTHER EXECUTIVE BOARD MEMBERS	1	17,500	35.5
	E. OTHER OFFICERS ³¹	2	26,100	53.0
	RANGE OF SALARIES			
	PRESIDENT			
	UNDER \$5,000			
	\$5,000 TO \$9,999			
	\$10,000 TO \$14,999			
	\$15,000 TO \$19,999			
	\$20,000 TO \$24,999			
	\$25,000 AND OVER	2	35,674	72.5
	FOR LOST TIME ONLY			
	ACCORDING TO WAGE OF CRAFT OR INDUSTRY	1	4,900	9.9
	AMOUNT NOT STIPULATED ³²			
	SECRETARY-TREASURER			
	UNDER \$5,000			
	\$5,000 TO \$9,999			
	\$10,000 TO \$14,999			
	\$15,000 TO \$19,999	1	17,500	35.5
	\$20,000 TO \$24,999			
	\$25,000 AND OVER	1	18,174	36.9
	FOR LOST TIME ONLY			
	ACCORDING TO WAGE OF CRAFT OR INDUSTRY	1	4,900	9.9
	AMOUNT NOT STIPULATED ³²			

VICE-PRESIDENTS

UNDER	\$5,000		
\$5,000 TO \$9,999			
\$10,000 TO \$14,999		1	17,500
\$15,000 TO \$19,999			
\$20,000 TO \$24,999			
\$25,000 AND OVER			

35.5

FOR LOST TIME ONLY
ACCORDING TO WAGE OF CRAFT OR INDUSTRY
AMOUNT NOT STIPULATED³²-----

UNDER	\$5,000		
\$5,000 TO \$9,999			
\$10,000 TO \$14,999		1	18,174
\$15,000 TO \$19,999			
\$20,000 TO \$24,999			
\$25,000 AND OVER			

36.9

EXECUTIVE BOARD MEMBERS

UNDER	\$5,000		
\$5,000 TO \$9,999			
\$10,000 TO \$14,999			
\$15,000 TO \$19,999		1	17,500
\$20,000 TO \$24,999			
\$25,000 AND OVER			

35.5

FOR LOST TIME ONLY
ACCORDING TO WAGE OF CRAFT OR INDUSTRY
AMOUNT NOT STIPULATED³²-----

PROVISION IS MADE FOR GENERAL EXPENSES OF OFFICERS	3	40,574	82.5
EXPENSES OF CONVENTION DELEGATES PAID OUT OF CENTRAL FUNDS	1	4,900	9.9

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PROVISION IS MADE FOR WELFARE FUNDS

A. FOR MEMBERS

B. FOR OFFICERS -----

UNDER	\$5,000		
\$5,000 TO \$9,999			
\$10,000 TO \$14,999		1	18,174
\$15,000 TO \$19,999			
\$20,000 TO \$24,999			
\$25,000 AND OVER			

36.9

TOTAL

UNDER	\$5,000		
\$5,000 TO \$9,999			
\$10,000 TO \$14,999		4	49,174
\$15,000 TO \$19,999			
\$20,000 TO \$24,999			
\$25,000 AND OVER			

Table 7:19 -- OTHER STIPULATIONS RE UNION H.Q. FINANCES -- Unions in Service Industries

		NO. OF UNIONS	NO. OF MEMBERS ¹	% OF TOTAL MEMBERS ¹
1	CONSTITUTION MAKES STIPULATION RE DISPOSAL OF FUNDS	4	40,999	39.6
2	CONSTITUTION PROVIDES FOR FOLLOWING FUNDS: ²⁹			
	A. DEFENCE	1	17,986	17.3
	B. CONVENTION	2	4,530	4.3
	C. BENEFITS	2	19,678	19.0
	D. UNION JOURNAL	3	39,307	37.9
	E. POLITICAL			
	F. GENERAL FUND	3	22,516	21.7
	G. OTHERS ³⁰	1	18,483	17.8
3	CONSTITUTION MAKES PROVISION FOR OFFICERS' SALARIES			
	A. PRESIDENT	6	61,954	59.8
	B. SECRETARY-TREASURER	9	101,524	98.0
	C. VICE-PRESIDENTS	5	60,262	58.2
	D. OTHER EXECUTIVE BOARD MEMBERS	1	18,483	17.8
	E. OTHER OFFICERS ³¹	7	62,859	60.7
	RANGE OF SALARIES			
	PRESIDENT			
	UNDER \$5,000			
	\$5,000 TO \$9,999			
	\$10,000 TO \$14,999	1	1,692	1.6
	\$15,000 TO \$19,999			
	\$20,000 TO \$24,999			
	\$25,000 AND OVER	3	39,307	37.9
	FOR LOST TIME ONLY			
	ACCORDING TO WAGE OF CRAFT OR INDUSTRY			
	AMOUNT NOT STIPULATED ³²	2	20,955	20.2
	SECRETARY-TREASURER			
	UNDER \$5,000			
	\$5,000 TO \$9,999			
	\$10,000 TO \$14,999			
	\$15,000 TO \$19,999	1	1,692	1.6
	\$20,000 TO \$24,999			
	\$25,000 AND OVER	3	39,307	37.9
	FOR LOST TIME ONLY			
	ACCORDING TO WAGE OF CRAFT OR INDUSTRY			
	AMOUNT NOT STIPULATED ³²	5	60,525	58.4

VICE-PRESIDENTS

	UNDER	\$5,000		
	\$5,000 TO \$9,999		1	18,483
	\$10,000 TO \$14,999		1	17,986
	\$15,000 TO \$19,999			
	\$20,000 TO \$24,999			
	\$25,000 AND OVER			

FOR LOST TIME ONLY
 ACCORDING TO WAGE OF CRAFT OR INDUSTRY
 AMOUNT NOT STIPULATED³²-----

	1	2,838	2.7
	2	20,955	20.2

EXECUTIVE BOARD MEMBERS

	1	18,483	17.8
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FOR LOST TIME ONLY
 ACCORDING TO WAGE OF CRAFT OR INDUSTRY
 AMOUNT NOT STIPULATED³²-----

	1	18,483	17.8
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PROVISION IS MADE FOR
 EXPENSES OF CONVENTION DELEGATES PAID OUT OF CENTRAL FUNDS
 PROVISION IS MADE FOR WELFARE FUNDS

4	7	98,289	94.9
5	3	23,013	22.2
6	4	38,781	37.4

A. FOR MEMBERS
 B. FOR OFFICERS

TOTAL

10	103,524
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Table 7:20 -- OTHER STIPULATIONS RE UNION H.Q. FINANCES -- Unions in Public Administration

		NO. OF UNIONS	NO. OF MEMBERS ¹	% OF TOTAL MEMBERS ¹
1	CONSTITUTION MAKES STIPULATION RE DISPOSAL OF FUNDS -----	4	41,983	14.7
2	CONSTITUTION PROVIDES FOR FOLLOWING FUNDS: ²⁹			
	A. DEFENCE			
	B. CONVENTION	1	14,081	4.9
	C. BENEFITS			
	D. UNION JOURNAL			
	E. POLITICAL			
	F. GENERAL FUND	1	14,081	4.9
	G. OTHERS ³⁰ -----	2	26,940	9.4
3	CONSTITUTION MAKES PROVISION FOR OFFICERS' SALARIES			
	A. PRESIDENT	5	153,026	53.5
	B. SECRETARY-TREASURER	6	248,675	87.0
	C. VICE-PRESIDENTS	2	15,043	5.2
	D. OTHER EXECUTIVE BOARD MEMBERS	1	962	.3
	E. OTHER OFFICERS ³¹ -----	4	220,595	77.2
	RANGE OF SALARIES			
	PRESIDENT			
	UNDER \$5,000			
	\$5,000 TO \$9,999			
	\$10,000 TO \$14,999			
	\$15,000 TO \$19,999			
	\$20,000 TO \$24,999			
	\$25,000 AND OVER			
	FOR LOST TIME ONLY	1	962	.3
	ACCORDING TO WAGE OF CRAFT OR INDUSTRY			
	AMOUNT NOT STIPULATED ³² -----	4	152,064	53.2
	SECRETARY-TREASURER			
	UNDER \$5,000			
	\$5,000 TO \$9,999			
	\$10,000 TO \$14,999			
	\$15,000 TO \$19,999			
	\$20,000 TO \$24,999			
	\$25,000 AND OVER			
	FOR LOST TIME ONLY	1	962	.3
	ACCORDING TO WAGE OF CRAFT OR INDUSTRY			
	AMOUNT NOT STIPULATED ³² -----	5	247,713	86.7

VICE-PRESIDENTS

	UNDER \$5,000			
	\$5,000 TO \$9,999			
	\$10,000 TO \$14,999			
	\$15,000 TO \$19,999			
	\$20,000 TO \$24,999			
	\$25,000 AND OVER			
	FOR LOST TIME ONLY	1	962	.3
	ACCORDING TO WAGE OF CRAFT OR INDUSTRY			
	AMOUNT NOT STIPULATED ³² -----	1	14,081	4.9
	EXECUTIVE BOARD MEMBERS			
	UNDER \$5,000			
	\$5,000 TO \$9,999			
	\$10,000 TO \$14,999			
	\$15,000 TO \$19,999			
	\$20,000 TO \$24,999			
	\$25,000 AND OVER			
	FOR LOST TIME ONLY	1	962	.3
	ACCORDING TO WAGE OF CRAFT OR INDUSTRY			
	AMOUNT NOT STIPULATED ³² -----			
4	PROVISION IS MADE FOR			
5	EXPENSES OF CONVENTION DELEGATES PAID OUT OF CENTRAL FUNDS	6	142,437	49.8
6	PROVISION IS MADE FOR WELFARE FUNDS	3	127,572	44.6
	A. FOR MEMBERS	2	34,737	12.1
	B. FOR OFFICERS	1	14,081	4.9

	TOTAL	10	285,532	

Table 7:21 -- OTHER STIPULATIONS RE UNION H.Q. FINANCES -- Unions up to 9,999 Members

		NO. OF UNIONS	NO. OF MEMBERS ¹	% OF TOTAL MEMBERS ¹
1	CONSTITUTION MAKES STIPULATION RE DISPOSAL OF FUNDS	52	197,382	58.8
2	CONSTITUTION PROVIDES FOR FOLLOWING FUNDS: ²⁹			
	A.DEFENCE			
	B.CONVENTION	31	128,692	38.3
	C.BENEFITS	13	69,945	20.8
	D.UNION JOURNAL	24	88,318	26.3
	E.POLITICAL	12	53,395	15.9
	F.GENERAL FUND	30	118,928	35.4
	G.OTHERS ³⁰	15	51,796	15.4
3	CONSTITUTION MAKES PROVISION FOR OFFICERS' SALARIES			
	A.PRESIDENT	68	260,642	77.6
	B.SECRETARY-TREASURER	72	278,144	82.8
	C.VICE-PRESIDENTS	61	236,774	70.5
	D.OTHER EXECUTIVE BOARD MEMBERS	38	151,895	45.2
	E.OTHER OFFICERS ³¹	61	247,593	73.7
	RANGE OF SALARIES			
	PRESIDENT	1	440	.1
	UNDER \$5,000	2	4,330	1.2
	\$5,000 TO \$9,999	8	27,694	8.2
	\$10,000 TO \$14,999	8	24,118	7.1
	\$15,000 TO \$19,999	8	41,971	12.5
	\$20,000 TO \$24,999	9	47,629	14.1
	\$25,000 AND OVER	11	24,441	7.2
	FOR LOST TIME ONLY	3	11,907	3.5
	ACCORDING TO WAGE OF CRAFT OR INDUSTRY	18	78,112	23.2
	AMOUNT NOT STIPULATED ³²			
	UNDER \$5,000	3	9,188	2.7
	\$5,000 TO \$9,999	2	10,875	3.2
	\$10,000 TO \$14,999	10	24,816	7.3
	\$15,000 TO \$19,999	12	58,026	17.2
	\$20,000 TO \$24,999	2	8,893	2.6
	\$25,000 AND OVER	7	33,454	9.9
	FOR LOST TIME ONLY	5	5,684	1.6
	ACCORDING TO WAGE OF CRAFT OR INDUSTRY	3	11,907	3.5
	AMOUNT NOT STIPULATED ³²	28	115,301	34.3
	SECRETARY-TREASURER			

VICE-PRESIDENTS

	UNDER	\$5,000	5	21,929	6.5
	\$5,000 TO \$9,999		1	360	.1
	\$10,000 TO \$14,999		10	39,822	11.8
	\$15,000 TO \$19,999		7	32,670	9.7
	\$20,000 TO \$24,999		1	6,764	2.0
	\$25,000 AND OVER		3	22,720	6.7
FOR LOST TIME ONLY			15	42,630	12.7
ACCORDING TO WAGE OF CRAFT OR INDUSTRY			3	11,907	3.5
AMOUNT NOT STIPULATED ³²			16	57,972	17.2
EXECUTIVE BOARD MEMBERS			5	27,233	8.1
	UNDER	\$5,000			
	\$5,000 TO \$9,999		3	16,867	5.0
	\$10,000 TO \$14,999		3	16,267	4.8
	\$15,000 TO \$19,999		1	8,091	2.4
	\$20,000 TO \$24,999				
	\$25,000 AND OVER				
FOR LOST TIME ONLY			16	35,399	10.5
ACCORDING TO WAGE OF CRAFT OR INDUSTRY					
AMOUNT NOT STIPULATED ³²			10	48,038	14.3
PROVISION IS MADE FOR GENERAL EXPENSES OF OFFICERS			72	293,792	87.5
EXPENSES OF CONVENTION DELEGATES PAID OUT OF CENTRAL FUNDS			23	124,089	36.9
PROVISION IS MADE FOR WELFARE FUNDS					
A.FOR MEMBERS			33	141,486	42.1
B.FOR OFFICERS			19	78,694	23.4
TOTAL			87	335,561	

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Table 7:22 — OTHER STIPULATIONS RE UNION H.Q. FINANCES — Unions from 10,000 to 19,999 Members

		NO. OF UNIONS	NO. OF MEMBERS ¹	% OF TOTAL MEMBERS ¹
1	CONSTITUTION MAKES STIPULATION RE DISPOSAL OF FUNDS -----	19	272,772	70.6
2	CONSTITUTION PROVIDES FOR FOLLOWING FUNDS: ²⁹			
	A. DEFENCE	14	192,740	49.9
	B. CONVENTION	6	75,798	19.6
	C. BENEFITS	11	155,973	40.4
	D. UNION JOURNAL	8	123,727	32.0
	E. POLITICAL	2	28,603	7.4
	F. GENERAL FUND	12	165,050	42.7
	G. OTHERS ³⁰ -----	6	93,388	24.2
3	CONSTITUTION MAKES PROVISION FOR OFFICERS' SALARIES			
	A. PRESIDENT	24	347,121	89.9
	B. SECRETARY-TREASURER	24	347,121	89.9
	C. VICE-PRESIDENTS	23	330,621	85.6
	D. OTHER EXECUTIVE BOARD MEMBERS	9	126,099	32.6
	E. OTHER OFFICERS ³¹ -----	21	298,349	77.3
	RANGE OF SALARIES			
	PRESIDENT			
	UNDER \$5,000			
	\$5,000 TO \$9,999	1	13,000	3.3
	\$10,000 TO \$14,999	1	11,897	3.0
	\$15,000 TO \$19,999	4	57,736	14.9
	\$20,000 TO \$24,999	3	34,292	8.8
	\$25,000 AND OVER	10	153,819	39.8
	FOR LOST TIME ONLY			
	ACCORDING TO WAGE OF CRAFT OR INDUSTRY			
	AMOUNT NOT STIPULATED ³² -----	5	76,377	19.7
	SECRETARY-TREASURER			
	UNDER \$5,000			
	\$5,000 TO \$9,999	2	24,897	6.4
	\$10,000 TO \$14,999	2	25,454	6.5
	\$15,000 TO \$19,999	4	61,166	15.8
	\$20,000 TO \$24,999	5	64,764	16.7
	\$25,000 AND OVER	6	94,463	24.4
	FOR LOST TIME ONLY			
	ACCORDING TO WAGE OF CRAFT OR INDUSTRY			
	AMOUNT NOT STIPULATED ³² -----	5	76,377	19.7

VICE-PRESIDENTS

	UNDER	\$5,000			
	\$5,000 TO \$9,999		3	43,380	11.2
	\$10,000 TO \$14,999		4	63,991	16.5
	\$15,000 TO \$19,999		4	51,031	13.2
	\$20,000 TO \$24,999		4	53,419	13.8
	\$25,000 AND OVER				
FOR LOST TIME ONLY			2	24,249	6.2
ACCORDING TO WAGE OF CRAFT OR INDUSTRY					
AMOUNT NOT STIPULATED ³²	UNDER	\$5,000	6		
EXECUTIVE BOARD MEMBERS	\$5,000 TO \$9,999		1	94,551	24.5
	\$10,000 TO \$14,999		3	10,909	2.8
	\$15,000 TO \$19,999		1	43,380	11.2
	\$20,000 TO \$24,999		1	12,534	3.2
	\$25,000 AND OVER		1	17,500	4.5
FOR LOST TIME ONLY			3	41,776	10.8
ACCORDING TO WAGE OF CRAFT OR INDUSTRY					
AMOUNT NOT STIPULATED ³²			22	317,121	82.1
PROVISION IS MADE FOR GENERAL EXPENSES OF OFFICERS			7	96,238	24.9
EXPENSES OF CONVENTION DELEGATES PAID OUT OF CENTRAL FUNDS					
PROVISION IS MADE FOR WELFARE FUNDS			10	142,332	36.8
A.FOR MEMBERS			9	115,639	29.9
B.FOR OFFICERS					
TOTAL			27	385,877	

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Table 7-23 - OTHER STIPULATIONS RE UNION H.Q. FINANCES - Unions from 20,000 to 29,999 Members

		NO. OF UNIONS	NO. OF MEMBERS ¹	% OF TOTAL MEMBERS ¹
1	CONSTITUTION MAKES STIPULATION RE DISPOSAL OF FUNDS: ²⁹	10	232,866	80.4
2	CONSTITUTION PROVIDES FOR FOLLOWING FUNDS:			
	A. DEFENCE	8	182,109	62.8
	B. CONVENTION	3	78,224	27.0
	C. BENEFITS	5	120,131	41.4
	D. UNION JOURNAL	2	43,126	14.8
	E. POLITICAL	1	20,000	6.9
	F. GENERAL FUND	5	122,605	42.3
	G. OTHERS ³⁰	4	85,440	29.5
3	CONSTITUTION MAKES PROVISION FOR OFFICERS' SALARIES			
	A. PRESIDENT	10	237,849	82.1
	B. SECRETARY-TREASURER	10	237,849	82.1
	C. VICE-PRESIDENTS	8	190,731	65.8
	D. OTHER EXECUTIVE BOARD MEMBERS	6	133,206	46.0
	E. OTHER OFFICERS ³¹	7	170,552	58.9
	RANGE OF SALARIES			
	PRESIDENT			
	UNDER \$5,000			
	\$5,000 TO \$9,999			
	\$10,000 TO \$14,999	2	45,000	15.5
	\$15,000 TO \$19,999			
	\$20,000 TO \$24,999			
	\$25,000 AND OVER	7	77,704	26.8
	FOR LOST TIME ONLY			
	ACCORDING TO WAGE OF CRAFT OR INDUSTRY	1	24,901	8.6
	AMOUNT NOT STIPULATED ³²	4	90,244	31.1
	SECRETARY-TREASURER			
	UNDER \$5,000			
	\$5,000 TO \$9,999			
	\$10,000 TO \$14,999	1	25,000	8.6
	\$15,000 TO \$19,999	1	20,000	6.9
	\$20,000 TO \$24,999			
	\$25,000 AND OVER	3	77,704	26.8
	FOR LOST TIME ONLY			
	ACCORDING TO WAGE OF CRAFT OR INDUSTRY	1	24,901	8.6
	AMOUNT NOT STIPULATED ³²	4	90,244	31.1

VICF-PRESIDENTS

	UNDER \$5,000	1	28,622	9.8
	\$5,000 TO \$9,999			
	\$10,000 TO \$14,999	2	53,903	18.6
	\$15,000 TO \$19,999	1	20,179	6.9
	\$20,000 TO \$24,999			
	\$25,000 AND OVER			
	FOR LOST TIME ONLY	1	24,901	8.6
	ACCORDING TO WAGE OF CRAFT OR INDUSTRY			
	AMOUNT NOT STIPULATED ³²	3	63,126	21.8
	EXECUTIVE BOARD MEMBERS			
	UNDER \$5,000			
	\$5,000 TO \$9,999			
	\$10,000 TO \$14,999	1	25,000	8.6
	\$15,000 TO \$19,999			
	\$20,000 TO \$24,999			
	\$25,000 AND OVER			
	FOR LOST TIME ONLY	1	24,901	8.6
	ACCORDING TO WAGE OF CRAFT OR INDUSTRY			
	AMOUNT NOT STIPULATED ³²	4	83,305	28.7
	PROVISION IS MADE FOR GENERAL EXPENSES OF OFFICERS	9	222,229	76.7
	EXPENSES OF CONVENTION DELEGATES PAID OUT OF CENTRAL FUNDS	5	125,521	43.3
	PROVISION IS MADE FOR WELFARE FUNDS			
	A. FOR MEMBERS	6	147,249	50.8
	B. FOR OFFICERS	2	57,525	19.8
	TOTAL	12	289,526	

Table 7:24 — OTHER STIPULATIONS RE UNION H.Q. FINANCES — Unions over 30,000 Members

		NO. OF UNIONS	NO. OF MEMBERS ¹	% OF TOTAL MEMBERS
1	CONSTITUTION MAKES STIPULATION RE DISPOSAL OF FUNDS ²⁹	8	414,485	49.6
2	CONSTITUTION PROVIDES FOR FOLLOWING FUNDS:			
	A. DEFENCE			
	B. CONVENTION	4	221,148	26.5
	C. BENEFITS	3	122,539	14.6
	D. UNION JOURNAL	3	174,287	20.8
	E. POLITICAL	4	222,726	26.6
	F. GENERAL FUND	1	90,785	10.8
	G. OTHERS ³⁰	5	248,376	29.7
3	CONSTITUTION MAKES PROVISION FOR OFFICERS' SALARIES	3	174,276	20.8
	A. PRESIDENT	10	672,615	80.6
	B. SECRETARY-TREASURER	13	834,370	100.0
	C. VICE-PRESIDENTS	9	566,555	67.9
	D. OTHER EXECUTIVE BOARD MEMBERS	7	484,642	58.0
	E. OTHER OFFICERS ³¹	11	765,450	91.7
	RANGE OF SALARIES			
	PRESIDENT			
	UNDER \$5,000			
	\$5,000 TO \$9,999			
	\$10,000 TO \$14,999			
	\$15,000 TO \$19,999	1	48,576	5.8
	\$20,000 TO \$24,999	1	39,174	4.6
	\$25,000 AND OVER	6	443,890	53.2
	FOR LOST TIME ONLY			
	ACCORDING TO WAGE OF CRAFT OR INDUSTRY	2	140,975	16.8
	AMOUNT NOT STIPULATED ³²			
	SECRETARY-TREASURER			
	UNDER \$5,000			
	\$5,000 TO \$9,999			
	\$10,000 TO \$14,999	1	48,576	5.8
	\$15,000 TO \$19,999	1	39,174	4.6
	\$20,000 TO \$24,999	1	90,785	10.8
	\$25,000 AND OVER	5	353,105	42.3
	FOR LOST TIME ONLY			
	ACCORDING TO WAGE OF CRAFT OR INDUSTRY	5	302,730	36.2
	AMOUNT NOT STIPULATED ³²			

VICE-PRESIDENTS

UNDER \$5,000			
\$5,000 TO \$9,999			
\$10,000 TO \$14,999	1	48,576	5.8
\$15,000 TO \$19,999	2	87,624	10.5
\$20,000 TO \$24,999	2	133,524	16.0
\$25,000 AND OVER	2	207,261	24.8
FOR LOST TIME ONLY			
ACCORDING TO WAGE OF CRAFT OR INDUSTRY			
AMOUNT NOT STIPULATED ³² -----	2	89,570	10.7
EXECUTIVE BOARD MEMBERS			
UNDER \$5,000			
\$5,000 TO \$9,999	1	48,450	5.8
\$10,000 TO \$14,999			
\$15,000 TO \$19,999	2	145,440	17.4
\$20,000 TO \$24,999	2	207,261	24.8
\$25,000 AND OVER			
FOR LOST TIME ONLY			
ACCORDING TO WAGE OF CRAFT OR INDUSTRY			
AMOUNT NOT STIPULATED ³² -----	1	48,576	5.8
PROVISION IS MADE FOR GENERAL EXPENSES OF OFFICERS	1	34,915	4.1
EXPENSES OF CONVENTION DELEGATES PAID OUT OF CENTRAL FUNDS	11	695,725	83.3
PROVISION IS MADE FOR WELFARE FUNDS	6	388,113	46.5
A. FOR MEMBERS	3	180,366	21.6
B. FOR OFFICERS	6	268,509	32.1
TOTAL	13	834,370	

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CHAPTER IV: SUMMARY

In the majority of constitutions provision was made for initiation fees and monthly dues, the number of constitutions, and the percentage of members in their unions making provision for monthly dues being greater than those for initiation fees. For both fees and dues, the majority of unions (representing the majority of total membership) allowed their locals to determine the amounts; the number of unions (and percentages) was higher for monthly dues than for initiation fees. This, together with the greater frequency of the less restraining conditions (where the constitution stipulates a minimum only and does not stipulate any amount) for monthly dues, indicates that the unions allowed their locals greater autonomy in the fixing of dues than in the fixing of initiation fees. Approximately half the total membership were in unions which established minimum initiation fees of \$10 or less, and approximately one quarter in unions which established maximums of \$10 or less. In the case of monthly dues, almost two-thirds of the total membership were in unions which established monthly dues of \$3.00 and over; only 15 per cent of total membership were in unions which established a maximum. About half the membership were in unions which allowed for a waiver or reduction of initiation fees for organizational reasons and of monthly dues for reasons of an individual character; about one quarter in unions which allowed for waiver or reduction of initiation fees for reasons of an individual character and of monthly dues for organizational reasons. A small number of unions, representing small percentages of total membership, allowed their maximum fees and dues to be exceeded.

The majority of constitutions made provision for re-instatement fees and fines; the former represented about two-thirds of total membership and the latter just over one-half. The number of unions making provision for locals to levy assessments was just less than one half of the total number, representing just less than half the total membership. The practice of charging withdrawal fees and re-affiliation fees was less common than for re-instatement fees, and in only a minority of constitutions was provision made for other sources of revenue. The majority of union constitutions provided for auditing the accounts of local unions, but only in a minority was there any provision for the salaries of local officers or for the disposal of the funds of the local unions.

There was little information on the financing of the districts. More than half the membership were in unions which made no provision for district finances, and of the unions which had such provisions, almost half of them made no indication of the amounts paid either by the districts to headquarters or by the locals to the district.

In almost all the unions, the union headquarters derived per capita taxes from their locals, and in a majority of them, representing almost three-quarters of total membership, some provision was made for charter fees. In the case of the latter, the most common system was for the constitution to stipulate a fixed charter fee per local. Per capita taxes were usually paid by the local to the headquarters out of their general income, the constitution usually specifying a single amount per member.

A majority, representing about three-quarters of total membership, provided for headquarters to take a proportion of initiation fees; less than half the unions, representing less than half the total membership, provided for headquarters to take a proportion of re-instatement fees; but those which provided for headquarters to take a proportion of withdrawal and re-affiliation fees were appreciably lower. The practice of levying assessments, imposing fines, and having other sources of revenue, was fairly common, being applied in unions representing over 60 per cent of total membership in each case.

The majority of unions, representing 60 per cent of total membership, made some stipulation regarding the disposal of funds by headquarters. The most common fund designated was the defence fund. It was common practice for the constitution to make provision for officers' salaries. The secretary-treasurer's salary was referred to in more constitutions than those of the president or any other officer, but the number of constitutions in which the actual amount of the former's salary was not stipulated, was particularly high. Provisions for the general expenses of officers were to be found in a large majority of the constitutions, but only a minority of constitutions contained provisions whereby expenses of convention delegates should be paid out of central funds. Welfare funds also were provided for in a minority of the constitutions, representing a minority of total membership.

The international unions and the AFL-CIO/CLC affiliates had the highest percentages for most of the provisions. This is a reflection of the respective sizes and characters of the constitutions of the various types of union. Whereas the constitutions of the international unions are thick documents phrased in semi-legal terms, those of the all-Canadian and provincial unions are usually small, in the case of the latter usually mimeographed documents, in which many aspects of union finance are not mentioned. Since a large majority of the international unions are also AFL-CIO/CLC affiliates, this will explain why the analysis shows higher percentages in unions making provisions among AFL-CIO/CLC affiliates than among the other groups.

It was only in relation to district finance that all-Canadian and CLC-only affiliates had the greater percentage of members in unions which made provision, but even here the constitutions did not stipulate clearly what the sources of finance were. For local finances, the internationals and AFL-CIO/CLC affiliates had the highest percentages with one exception: the provincial unions and the independent unions had the highest percentage of members in unions which stipulated the exact amount of initiation fees and dues to be paid. This is understandable in view of the smaller number of locals which one would expect to exist in such unions, and over which greater uniformity would be possible. On all aspects of headquarters' finance, the international unions had the highest percentages of members in unions whose constitution made provision. The same can be said for AFL-CIO/CLC affiliates with two exceptions, namely independent unions which had the highest percentages for other sources of revenue, and the CLC-only affiliates which had the highest percentage for the payment of convention delegates' expenses out of central funds.

The international unions had the highest percentages of members in unions which established initiation fees, monthly dues, per capita taxes and charter fees in the higher ranges; the AFL-CIO/CLC affiliates for initiation fees and per capita taxes, and the independents for monthly dues and charter fees.

By industry, the construction unions had the highest percentages of members for most of the provisions. They had the highest percentages for locals determining the amount of both initiation fees and dues, for withdrawal and re-instatement fees, fines and other sources of revenue, and for the disposal of locals' funds. They also had the highest percentage of members in unions in the highest ranges of initiation fees. Unions in public administration had the highest percentages in unions making provision for district finance, but also for unions which did not stipulate the source of such finance. The construction unions had the highest percentages of members in unions making provisions for charter fees, for headquarters to take a proportion of withdrawal and re-instatement fees, for disposal of central funds, and for welfare funds. They also had the highest percentages for members in unions paying the highest salaries, whilst the unions in the service sector had the highest percentages for the charter fees and manufacturing unions had the highest percentages for the highest per capita taxes.

In concluding this document, the caution expressed in the introduction about reading too much into the figures should be repeated. Its purpose is merely to outline the constitutional framework of union finance. Other studies are necessary in order to fill out the picture.

Explanatory Notes to Tables

All Tables

1. The number of members is the figure as at January 1, 1967. The total number at the bottom of the column in each table is the total number of members in the unions for which the constitutions have been analyzed and corresponds to the figures in Table I, (p. 3). The percentages in Column 3 are the percentages of the total number of members as given at the foot of Column 2 in each table.

Tables 1.01...1.24 and 2.01...2.24

2. Where the constitution made no provision for initiation fees, this may mean that no initiation fee was charged or that the local had complete autonomy in determining them; for monthly dues it would normally mean that the local had complete autonomy in fixing them.

3. Where the constitution stipulated various amounts of initiation fees or monthly dues, this would mean that although the local determined the amount, the constitutions might stipulate various minimums and maximums according either to the type of member or to the income of the member.

4. The waiver or reduction of initiation fees for organizational reasons applied in the case of new locals or during organizational drives; the waiver or reduction for reasons of an individual character referred to applicants over 60, those just out of the armed services, apprentices, former members of unions with reciprocal arrangements, or for other reasons of an individual rather than an organizational character. (See also text, pp. 6-7)

The waiver or reduction of monthly dues for organizational reasons would also occur in the case of strikes and lockouts or in the case of new members for whom a contract had not yet been negotiated; the reasons of an individual character would not include those just out of the armed services or former members of unions with reciprocal arrangements, but would include members in the armed services, those who were sick or retired or who had been partially or wholly unemployed during the month. (See also text, pp. 28-29)

It should be pointed out that some unions may allow for waiver or reduction of fees and/or dues for both organizational and individual reasons and therefore one cannot simply add the two figures together and say, for example, that in 89 unions there was provision for waiver or reduction of initiation fees.

5. This refers to the occasions when, usually with the sanction of the president or the executive board, the local could increase initiation fees or monthly dues, as the case may be, in the event of financial difficulties or other special circumstances. (See also text, pp. 7, 29)

6. In considering the range of minimum and maximum fees and dues, the following points should be noted:

- (a) Where the constitution stipulated a single amount (2A1), this amount would be indicated as both a minimum and a maximum. Thus a union with a stipulated initiation fee of \$4 would be shown in the minimum range as from \$2.50 to \$4.99 and in the maximum range also in the range \$2.50 to \$4.99.
- (b) Where several amounts were stipulated according to the type of member (2A2), the lowest and highest amounts were used in each case, e.g., where the monthly dues for an apprentice was \$2 and that for a journeyman \$4, \$2 would be considered as the minimum and the \$4 as the maximum.
- (c) Where several amounts were stipulated according to income (2A3 and 2B4), the lowest and highest amounts of all categories were used where these were available; in many cases, however, it was not possible to calculate these without more information about incomes. In cases where a percentage of income was stipulated, but with a minimum initiation fee or monthly dues, the minimum was used in the minimum column and no maximum is used, and vice-versa where a maximum was stipulated.

7. The "other body" was the Systems Division of the Brotherhood of Maintenance of Way Employees.

Tables 3.01...3.24

8. Withdrawal fees are charged when a member leaves the trade or industry and wishes to retain membership of the union. (See text, p. 50, and note 11 below)

9. When a member who has withdrawn wishes to rejoin the union, he is sometimes charged a re-affiliation fee. (See text, p. 50, and note 11 below)

10. When a member is suspended, usually for non-payment of dues, he usually has to pay a re-instatement fee in order to rejoin the union. (See text, pp. 50-51, and note 11 below)

11. The three methods, A, B and C in each of the sections are mutually exclusive; consequently, the total of A, B and C is the total of constitutions in which the locals were allowed to charge the fees referred to.

Where a minimum and maximum fee were stipulated, the mean of these was used in the range tables.

12. The considerable variety in the amount and the character of the fines makes classification difficult, and this would be more relevant to a study of union discipline.

13. An assessment is a periodical amount which the local may levy on the membership over and above the monthly dues. (See text, p. 51)

14. The other sources of revenue included transfer fees charged to members who wish to transfer to another local, travel cards which have almost the same functions, and sale of membership pins, etc. (See text, p. 51)

Table 4

15. The provisions for disposal of locals' funds included provisions, whether permissive or obligatory, to establish special funds such as benefit, strike, political education, etc. (See text, p. 71)

16. The provisions for salaries of locals' officers refer to all cases where there was provision for payment of local officers, whether in the form of an honorarium of the officers or the salaries of business agents. (See text, p. 71)

17. The auditing of local accounts included all cases where the constitution provided for auditing either by a local committee, by a certified accountant, by a committee of the general executive board, or any other method. (See text, p. 71)

Table 5.01 and 5:5

18. The other sources of revenue included assessments, individual dues paid by members direct to the districts, and a proportion of fees charged by the locals (usually initiation fees).

Tables 6.01...6.24

19. The "other methods" included four cases where the charter fee was established by either the convention or the general executive board, one case where the minimum was stated and one where the maximum was stated.

20. Where a fixed amount and an amount per member were charged, both figures were included in the range figures.

21. The "other methods" included two cases where the system was not specified, and one where the system was a complicated one in which the headquarters collected a percentage of income and refunded various amounts to the local.

22. The same method of classifying single amounts and various amounts according to type of member and income is used as for initiation fees and dues. Where unions specify a weekly or quarterly amount these have been calculated on a monthly basis. (See note 6, p. 182)

23. Initiation fee. The other methods includes cases where headquarters took various proportions according to the type of member; a percentage plus a fixed amount; a percentage with a minimum; amount determined by the president or by convention, etc.

24. Reinstatement fees. The other methods include various percentages; amount not stipulated; etc.

25. The other fees include transfer, clearance and travelling fees.

26. The "other purposes" include a large number of cases where the amount and purpose were not specified. Other purposes include such cases as: to meet excess expenditure over income; where the defence fund had been depleted; emergencies; to maintain the funds at a fixed level; for the national legislation fund or for political action; for various benefit funds, etc. (See text, p. 88)

27. (See note 12, p. 183)

28. The main items under "other sources of revenue" were interest and dividends from investments, sale of supplies, fees of members-at-large, charter fees of auxiliaries (e.g. ladies' auxiliaries), revenue from sales of journal, etc. (See text, p. 82)

Tables 7.01... 7.24

29. Since Items 2A to 2G are not mutually exclusive (some constitutions will provide for several funds), the figures opposite them do not add up to the figures in Item 1.

30. The funds referred to in 2G ("others") include reserve and emergency, protection, legal bargaining, organization and administration, building, apprentice training, overseas, legal defence, union label Canadian Labour Congress, Postal Workers' Brotherhood Funds, etc. (See text, p. 139)

31. Ranges have not been established for the salaries of "other officers", because in many cases, no amounts were stipulated. (See text, p. 140)

32. For the last three items in the range of salaries, no amounts are coded; consequently, all the items under range of salaries are mutually exclusive and will add up to the items in the first part of Section 3, e.g., the number of unions which provide for range of salaries for the President add up to 112 which is the figure under 3A.

Where the amount was not stipulated, there was reason to believe that a salary was paid although the amount was not given in the constitution (e.g., the president and secretary-treasurer of C.U.P.E.). In some constitutions particularly where the salary was low, it was not always clear whether the salary was for part-time or full-time work.

APPENDIX A

List of Unions Covered in the Survey, with Membership in Canada, and Initiation Fees, Monthly Dues, and Monthly Per Capita Tax paid, as at December 31, 1966.¹

Name of Union	Membership in Canada	Initiation Fees	Monthly Dues	Monthly Per Capita Taxes
		\$	\$	\$
Actors' Equity	2,330	200.	2.50-8.33	(a)
Air Line Flight Attendants, Canadian	1,779	n.s.	(b)	n.s.
Air Line Pilots, Canadian	1,087	25.-50(e)	(d)	(b)
Air Line Employees, Canadian	1,596	(d)	5.-min.(d)	(a)
Asbestos Workers	1,648	100.-200.	n.s.	2.75
Authors' and Artists, Can. Fed.	2,000	n.s.	n.s.	0.25
Auto Workers	90,785	5.-15.	5.00 min.	3.00
B.C. Peace Officers	962	10.	0.35	(a)
Bakery Workers	8,625	5.-50.	2.50 min.	1.25
Barbers	1,692	10.-min.	3.50 min.	1.75
Boilermakers	7,411	15.-300.	3.75 min.	2.75
Bookbinders	3,395	3.-10(e)	n.s.	1.05(e)
Brewery Workers	8,000	max. 55.	4.-min.	2.00
Brick and Clay Workers	360	3.-min.	4.-min.	2.50
Bricklayers	5,479	25.-200.	n.s.	1.75
Broadcast Employees (NABET)	2,983	25.-min.	n.s.	(d)
Building Service Employees, International	18,198	1.00	3.-min.	0.70
Building and Woodworkers' National Federation	29,542	n.s.	n.s.	(b)
Butcher Workmen	10,909	5.-150.	n.s.	1.85
Carpenters	77,261	15.-min.	4.-min.	1.15-2.65(e)
Cement Workers	5,041	10.-25.	4.50 min.	2.70
Chemical Workers, International	15,500	2.-25.	4.-min.	2.30
Christian Trade Unions	275	1.-min.(e)	(b)	(f)
Amalgamated Clothing Workers	16,500	max. 25.	n.s.	1.50
Clothing Workers', Nat. Federation	9,130	n.s.	n.s.	(b)
Ladies' Garment Workers	22,427	n.s.	4.-min.	1.75
United Garment Workers	2,146	5.-10.	2.-min.	1.50
Commerce and Office Employees	8,600	n.s.	5.-min.	n.s.
Commercial Telegraphers	4,767	5.-min.	0.50 min.(e)	0.50
Communications Workers	3,474	2.-5.	n.s.	(2)
Distillery Workers	3,109	10.-min.	4.-min.	1.50
District 50 (UMWA)	12,534	10.	max.-5.	2.50 min.(c)
Electrical Workers-I.B.E.W.	48,450	n.s.	2.-min.(e)	1.50-3.70(e)
Electrical Workers-I.U.E.	11,800	2.-10.	4.-min.	2.00
Electrical Workers-U.E.	8,500	1.00	2.15	2.15
Northern Electric Employees	24,901	2.-min.	4.-min.	2.00
Elevator Constructors	1,948	300.	n.s.	3.45
Fire Fighters	14,081	n.s.	n.s.	0.50
Fish Handlers, N.B.	655	1.-min.	1.08 min.	0.22
Seafood Workers, Canadian	2,400	2.-min.	2.25 min.	1.20
United Fishermen	9,473	2.50-6.-(e)	3.50 4.50(e)	(b)
Forest Workers, Farmers' Catholic Union	11,173	n.s.	n.s.	n.s.
Glass and Ceramic Workers	6,235	2.00	(d)	(f)
Air Traffic Control, Canadian	709	n.s.	(b)	n.s.
Letter Carriers' Union,	9,758	n.s.	4.50 min.	2.50
Postal Workers	11,897	n.s.	4.00 min.	2.45
Public Service Alliance	92,835	n.s.	n.s.	n.s.
B.C. Government Employees	7,619	1.00	(b)	(b)

¹ For notes, see p. 188.

APPENDIX A (Continued)

Name of Union	Membership in Canada	Initiation Fees	Monthly Dues	Monthly Per Capita Taxes
		\$	\$	\$
Engineers' Federation, Quebec	2,250	n.s.	n.s.	n.s.
Government Employees, Quebec	27,118	1.00	(d)	(f)
Sask. Government Employees	7,667	(b)	(b)	(f)
Hatters	2,500	(d)	4.35 min.	1.56-1.70(e)
Hotel and Restaurant Employees	17,986	3.-25.	3.50 5.	0.80
Industrial Mechanical Workers, Canadian	940	(c)	max. 5.	(c)
Labourers	28,903	5.-100.	4.-min.	1.25
Lathers	1,370	100.-200.-(e)	n.s.	2.50-3.5(e)
Laundry Workers	2,757	5.-min.	3.50 min.	0.50
Leather and Plastic Workers	1,571	5.-min.	3.68 min.	1.08
Lithographers and Photoengravers International	5,463	10.-min.	3.-min.(e)	3.00-3.50(e)
Longshoremen-I.L.A.	8,419	50.-min.	3.33 min.	0.85 min.(d)
Longshoremen and Warehousemen	3,197	max. 25	n.s.	1.75
Miramichi Trades and Labour Union	520	n.s.	20c min.	0.03
Machinists	42,739	5.-min.	4.-min.	2.50
Marine Officers, Canadian	900	500.	8.33	(a)
Marine Workers' Federation	2,500	n.s.	n.s.	0.75
Maritime Union, Canadian	600	5.00	5.00	n.s.
Merchant Service Guild, Canadian	3,781	(b)	(b)	(b)
Metal Trades, National Federation	32,585	n.s.	n.s.	n.s.
Millers	1,482	5.-min.	3.50 min.	2.00
Mine, Mill and Smelter Workers	13,000	2.-15.	2.50 10.	2.00
Mine Workers (U.M.W.A.)	9,150	50.	5.25 min.	2.00
Moulders	6,437	10.-100.	5.-7.	3.75
Moving Picture Machine Operators	2,838	(d)	2.20 min.	1.60
Municipal and School Empl. Federation, Quebec	4,805	n.s.	n.s.	1.60
Musicians, U.S. and Canada	18,483	max. 202.	(d)	0.50
National Council of Canadian Labour	9,700	n.s.	n.s.	.75c
Newspaper Guild	3,248	1.-10.	2.50 10.-(d)	(d)
Office and Prof. Employees	9,666	2.35.	3.-7.	0.86 1.55(f)
Oil Workers	13,005	3.-25.	3.-min.	2.55
Operating Engineers, Canadian	1,456	1.-25.	n.s.	1.50 4.25(e)
International Operating Engineers	20,179	5.-min.	3.-min.(d)	1.50
Packhouse Workers	25,000	2.00	2.-min.(d)	1.75 2.25(d)
Painters	10,454	10.-min.	2.-min.(d)	1.00
Papermakers	11,384	5.-15.	4.-min.	2.75
Plasterers	4,040	n.s.	n.s.	2.00
Plumbers	28,622	20.-min.	3.-min.	2.00
Potters	836	5.-min.	(d)	(f)
Printing Pressmen	9,129	(d)	n.s.	2.00 5.22(e)
Printing Trades Federation, Canadian	3,700	n.s.	n.s.	0.65
Public Employees (C.U.P.E.)	106,060	1.-5.	2.50	1.50
Public Service Employees', Canadian Federation	22,135	n.s.	n.s.	1.00
Pulp and Paper Mill Workers	39,174	2.-25.	3.-min.	2.25
Pulp and Paper Workers of Canada	3,150	max. 10.	n.s.	2.00
Pulp and Paper Workers', Canadian Federation	8,444	n.s.	n.s.	0.95
Radio and Television Employees (A.R.T.E.C.)	2,100	max. 50.-(d)	(d)	n.s.
C.N. Railway Police	440	1.00	3.-min.	2.25

APPENDIX A (Concluded)

Name of Union	Membership in Canada	Initiation Fees	Monthly Dues	Monthly Per Capita Taxes
		\$	\$	\$
Firemen and Oilers	2,208	7.—min.	5.—min.(e)	2. 2.50(e)
Locomotive Engineers	8,091	5.00	n.s.	3.25 5.25(e)
Locomotive Firemen and Enginemen	6,764	max. 5.	n.s.	3.00
Railway Maintenance of Way Employees	20,000	5.00	3.50 min.(c)	2.25
Railroad Signalmen	1,150	5.—50.	3.17 min.	3.00
Railway Carmen	17,522	12.50 min.(e)	4.50 min.(e)	2.50
Railway Clerks	18,149	10.	5.50 min.	2.10
Railway Conductors	173	max. 5.	n.s.	3.00
Trainmen, Bro. of Railroad	20,699	1.—min.	1.50 min.	2.50
Communication Employees	7,706	10.—min.(b)	3.—min.(b)	2.33
Railway, Transport & General Workers (C.B.R.T.)	34,915	5.—min.	4.—min.(e)	2.00 min.(e)
Retail Clerks International	18,174	n.s.	4.—min.	1.35
Retail Employees, Canadian	4,900	(c)	(c)	(c)
Retail, Wholesale Employees	17,500	n.s.	2.—min.	0.85
Rubber Workers	16,782	4.—5.75	4.—5.75	2.60
Wheat Pool Employees, Sask.	1,850	n.s.	n.s.	n.s.
International Seafarers	13,500	340.	8.00	(a)
Service Employees', National Federation	36,335	n.s.	2.—min.	0.85
Sheet Metal Workers	12,449	25.—min.(d)	5.—min.	3.00
B.C. Shipyard Workers	3,100	n.s.	n.s.	n.s.
Boot and Shoe Workers	1,200	2.—10.	3.50 5.	2.00
United Shoe Workers	1,117	5.—10.	3.25 4.30	1.60
Steel Workers	130,000	5.	5.	2.50
Steel and Foundry Workers, Montreal	71	(c)	(c)	(e)
Stereotypers	725	n.s.	n.s.	3.50
Stone Workers	270	max. 10.	6.—min.	3.60
Structural Iron Workers	12,411	300.	n.s.	1.00—2.75(e)
Teamsters	54,655	n.s.	6.—min.	1.50
Technical Engineers	1,124	5.—200.	2.—min.	1.25
Telephone Workers, B.C.	5,931	n.s.	n.s.	n.s.
Telephone Employees, Canadian	16,883	1.00	1.25	n.s.
Traffic Employees Assn.	6,333	1.00	2.00	n.s.
Television and Radio Artists (ACTRA)	3,213	100.	3.33—16.66(d)	n.s.
Textile Workers' Union	20,000	max. 5.	4.—min.	2.50
United Textile Workers	12,449	1.—5.	4.—5.	2.00
Textile Council, Canadian	1,250	1.00 min.	max. 3.00	2.25
Textile Federation, Canadian	10,700	n.s.	n.s.	n.s.
Tobacco Workers	6,196	1.00 min.	3.—min.	(f)
Transit Union	12,454	2.—100.	2.80 min.	2.40
Typographical Union	7,507	n.s.	n.s.	1.00 min.(e)
Upholsterers	5,535	max. 25.	3.—min.	1.25 1.35(e)
Variety Artists	905	(b)	(b)	(a)
Woodworkers	48,576	5.—min.	3.—min.	0.75

Notes

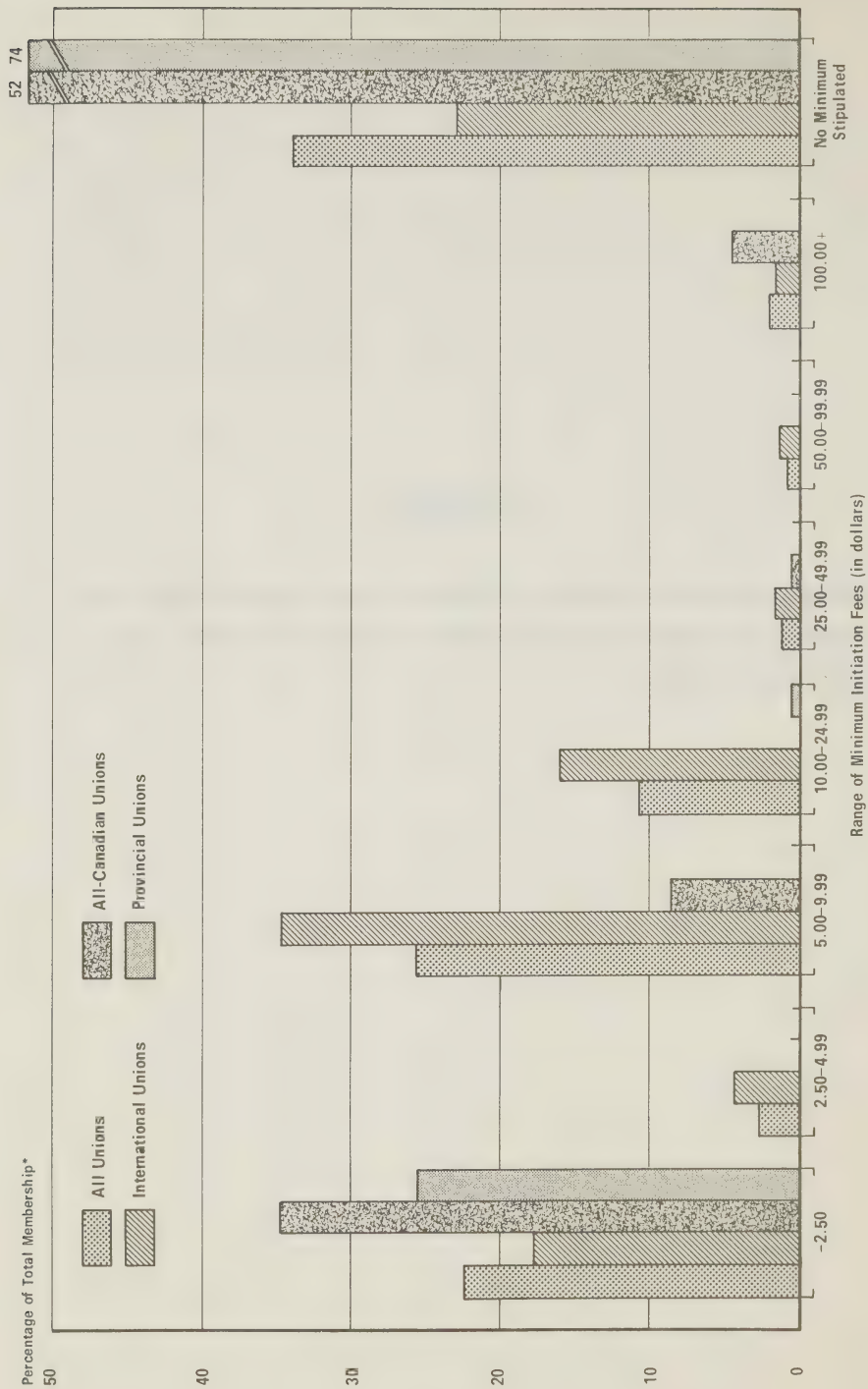
n.s. – not specified

- (a) There are no locals in these unions, and therefore headquarters receive all fees and dues.
- (b) Amount fixed by convention.
- (c) Amount fixed by General Executive Council, or some other body other than local or convention.
- (d) According to income of member.
- (e) According to type of member or local.
- (f) According to size or income of local.

APPENDIX B

Charts comparing minimum initiation fees, monthly dues and monthly per capita taxes of international, all-Canadian and provincial unions.

CHART 1
MINIMUM INITIATION FEES



Note: *The chart shows the percentage of the total membership in each union category within the ranges indicated.
Source: Tables 1-01; 1-02; 1-03 and 1-04 (see also text, p. 8)

CHART II
MINIMUM MONTHLY DUES

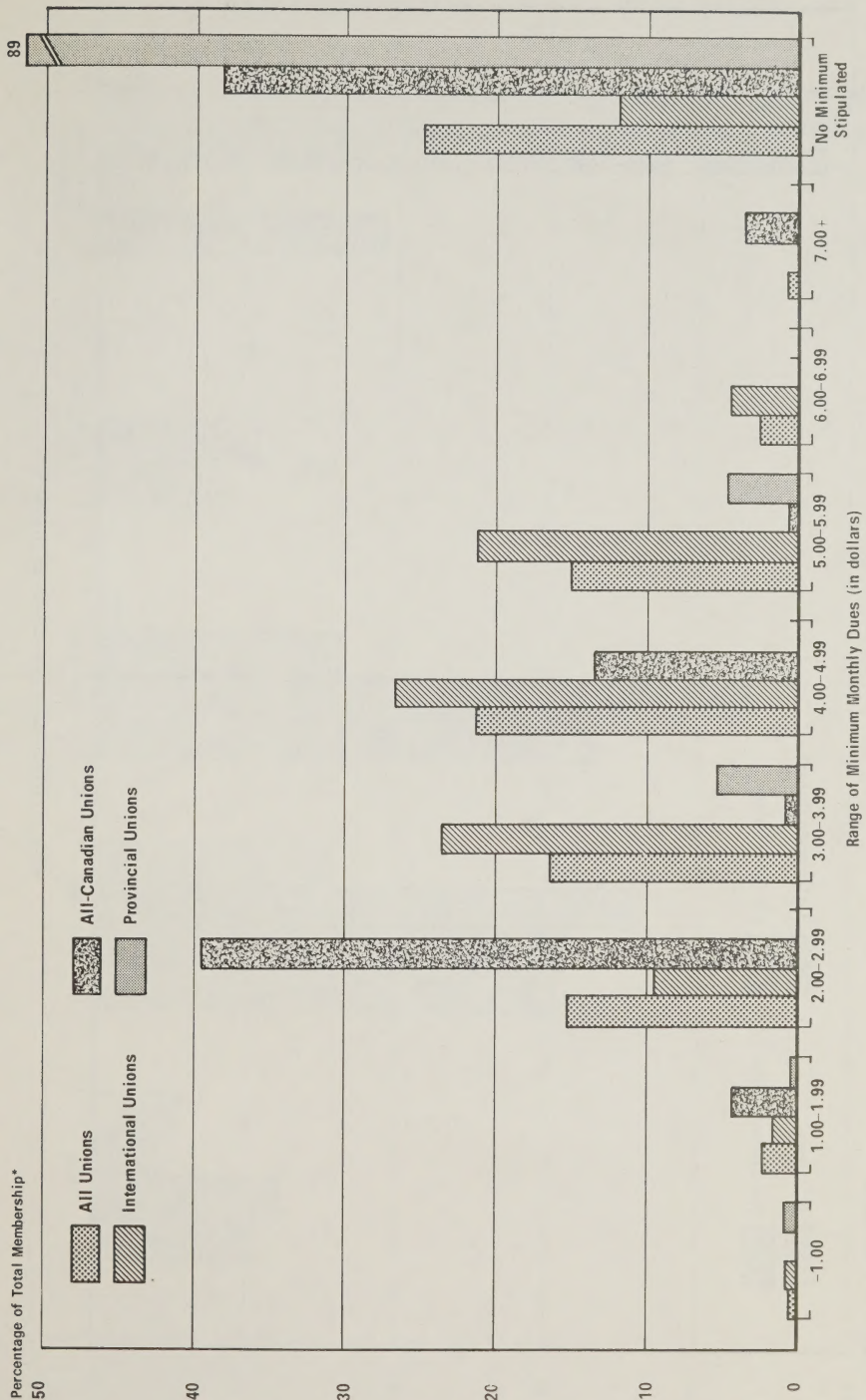


CHART III
MINIMUM MONTHLY PER CAPITA TAXES



Note: *The chart shows the percentage of the total membership in each union category within the ranges indicated.
Source: Tables 6:01; 6:02; 6:03 and 6:04 (see also text, p. 80)

